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# Substance Abuse Testing Report 2008

Maine Department of Labor

Maine Bureau of Labor Standards

Linda J. Huff

*Maine Department of Labor*

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**MAINE DEPARTMENT OF LABOR**



**Substance Abuse Testing Report, 2008**

*An Annual Report  
March 2009*

*Prepared by: Linda J. Huff*



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# **Substance Abuse Testing Report 2008**

Linda J. Huff, MPA  
Bureau of Labor Standards  
Maine Department of Labor

March 2009

Augusta, Maine

The Maine Department of Labor provides equal opportunity employment and programs.  
Auxiliary aids and services are available to individuals with disabilities upon request.

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# CONTENTS

Section	I	Background.....	1
	II	Substance Abuse Testing Policy Review and Approval .....	2
	III	Types of Testing .....	2
	IV	Survey Results Job Applicant Testing .....	3
		Employee Testing .....	5
	V	Analysis of All Results (Applicants & Employees).....	6
	VI	Summary .....	9
Table	1.	Substance Abuse Testing Applications Reviewed, Maine, 2008 .....	2
	2.	Results of Job Applicant Tests Under Approved Policies, Maine, 2008.....	3
	3.	Results of All Tests Under Approved Policies, by Industry, Maine, 2008 .....	6
	4.	Results of All Tests Under Approved Policies, by Specific Controlled Substance, Maine, 2008.....	7
	5.	Yearly Totals by Type of Test Applicants/Employees, 1999-2008 .....	8
	6.	Positives by Substance, 1999-2008 (Cumulative) .....	9
Figure	1.	Job Applicants Tested .....	4
	2.	Job Applicant Positive Tests .....	4
	3.	Job Applicant Percent Positives.....	4
	4.	Employee Probable Cause Testing .....	5

Figure	5.	Employee Random or Arbitrary Testing .....	5
	6.	Employers with Approved Substance Abuse Testing Policies, 1999-2008.....	8
Appendix	1.	Employers with Approved Policies .....	10
	2.	Employers Required to Have Approved Employee Assistance Programs.....	26
	3.	Laboratories Approved to do Substance Abuse Testing, 2008 .....	28
	4.	Some Controlled Substances, Drug Names and Classifications.....	30

## SECTION I

### Background

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor in accordance with the Maine Substance Abuse Testing Law, Title 26 M.R.S.A. §690. This report pertains only to employer testing activities under Maine law. **It is not a comprehensive study of workplace substance abuse testing because it does not include individuals who are tested under federal testing programs.**

The Maine Substance Abuse Testing Law is intended to protect the privacy rights of employees, yet allow an employer to administer testing; to ensure proper testing procedures; to ensure that an employee with a substance abuse problem receives an opportunity for rehabilitation and treatment; and to eliminate drug abuse in the workplace. Regulation of testing for use of controlled substances has been in effect under Maine law since September 30, 1989.

The administration of this law is a collaborative effort of the following agencies:

❖ **Maine Department of Labor, Bureau of Labor Standards (BLS)**

- Reviews and approves substance abuse testing policies.
- Collects the annual reports of substance abuse testing.
- Analyzes testing data and publishes this annual report.

#### Model Policies

Model policies developed by the Maine Department of Labor help employers develop substance abuse policies for their workplaces and make it easier for the MDOL to review company policies. The model applicant policy, model applicant with point of collection policy, and model employee testing policy are on the MDOL website:

[http://www.maine.gov/labor/labor\\_stats/publications/substanceabuse/modelpolicy.htm](http://www.maine.gov/labor/labor_stats/publications/substanceabuse/modelpolicy.htm)

❖ **Department of Health and Human Services, Health and Environmental Testing Laboratory**

#### Licensed Testing Laboratories

The Department of Health and Human Services (DHHS) Health and Environmental Testing Laboratory is responsible for the licensing of laboratories that Maine employers can use for testing of controlled substances. There are 15 laboratories licensed by the State of Maine to do the substance abuse tests for Maine employers with approved testing policies. (See Appendix 3).

❖ **Department of Health and Human Services, Office of Substance Abuse**

- Reviews and approves employee assistance programs for employers who do probable cause or random and arbitrary testing.

**Approval of Employee Assistance Programs (EAP)**

Any employer with more than 20 full-time employees must have a functioning EAP prior to testing their employees as stated in Title 26 M.R.S.A. §683, 1. The EAP must be certified by DHHS and certification must be renewed every two years. Fifty-eight of the sixty-eight required EAPs were certified for 2008. Most companies with lapsed EAPs do not presently do employee testing. Some EAPs are certified for parent companies and cover multiple locations that may be listed separately. (See Appendix 2).

**SECTION II**

**Substance Abuse Testing Policy Review and Approval**

In 2008, the Maine Department of Labor (MDOL) received 78 individual substance abuse testing policy submissions for review. MDOL staff completed 75 reviews. There were 3 policies with reviews pending as of December 31, 2008 (See Table 1).

Any employer desiring to do substance abuse testing, other than federally regulated testing, must submit a substance abuse testing policy to the Maine Department of Labor. An employer may not commence testing until the MDOL has notified the employer that the policy has been approved and the employer has given proper notice to its employees. Title 26 M.R.S.A. §689 addresses the penalties that can be assessed if an employer conducts substance abuse testing without an approved testing policy.

**Table 1**

**Substance Abuse Testing Applications Reviewed  
Maine, 2008**

Total Policy Submissions for Review	78
Reviews completed	75
Reviews Pending	3

**SECTION III**

**Types of Testing**

Drug testing policies may be approved for one or all of the following types of testing:

- ◆ job applicant testing
- ◆ employee testing
  - probable cause testing – where reasonable grounds exist to believe that an employee may be under the influence of a substance of abuse.



- random/arbitrary testing – a method of selecting people to be tested where all potential testees have an equal chance of selection by chance or where testing is based on criteria unrelated to substance abuse such as date of hire anniversary.

## SECTION IV

### Survey Results

Each employer with a policy approved by the Maine Department of Labor is required to report its testing activities annually. This information is collected as a mandatory annual survey. Information gathered in the survey includes the number of tests by type (applicant, probable cause or random/arbitrary), the substances tested for, and the number of positive tests for each substance.

#### *Job Applicant Testing*

The reported number (22,477) of job applicant tests conducted in 2008 increased by 9.7% from 2007. In 2008, 4.7% of the job applicant tests conducted had positive results, compared to 5.0% in 2007. Cannabinoids (84.9% of positives), cocaine (6.3%), and amphetamines (3.8%) were the most frequently identified substances. Other identified substances included barbiturates (1.1%), phencyclidine (1.1%) and benzodiazepines (1.1%). Methadone and alcohol were each identified in less than 1% of the positive tests. (See Table 2). See Appendix 4 for some controlled substances and drug names.

**Table 2**

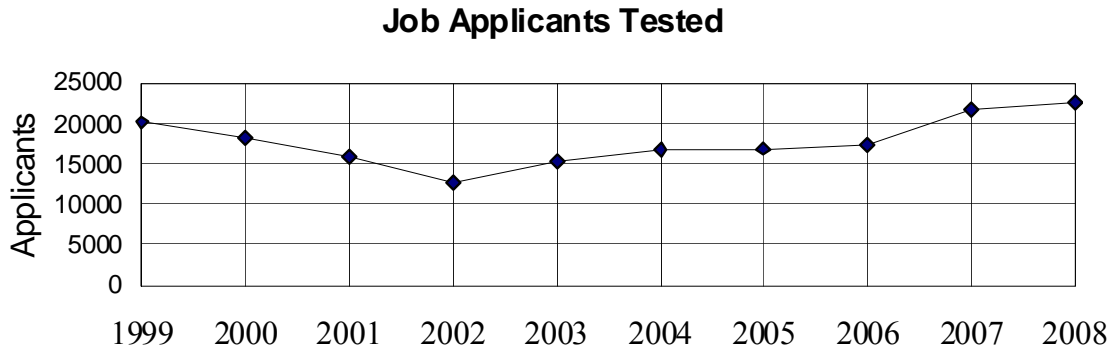
**Results of Job Applicant Tests  
Under Approved Policies, Maine, 2008**

	<u>Tests</u>	<u>As Percent of Applicant Tests</u>	<u>As Percent of Applicant Positive</u>
<b>Total Job Applicant Tests</b>	<b>22,477</b>	<b>100.0</b>	
<b>Total Invalid Tests</b>	<b>28</b>	<b>0.2</b>	
<b>Total Tests with a positive result for 1 or more substances.*</b>	<b>1,047</b>	<b>4.7</b>	<b>100.0</b>
Cannabinoids	889	4.0	84.9
Cocaine	66	0.3	6.3
Opiates	40	0.2	3.8
Am phetamines	34	0.2	3.2
Barbiturates	12	0.1	1.1
Phencyclidine	12	0.1	1.1
Benzodiazepines	11	0.1	1.1
Methadone	6	.-	.6
Alcohol	5	.-	.5

\*May be less than total of all substances if one or more applicants tested positive for multiple substances.  
.- Indicates a value of less than 0.05 percent.

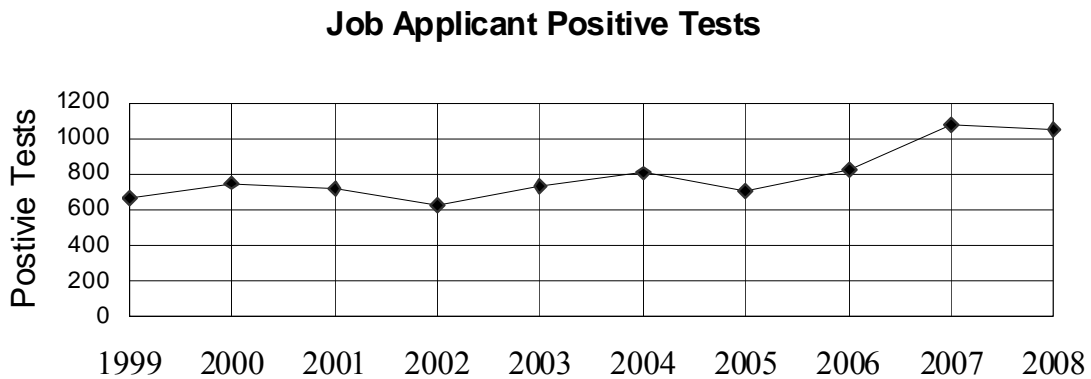
The following graph shows the number of job applicants tested for controlled substances for the years 1999 to 2008.

Figure 1



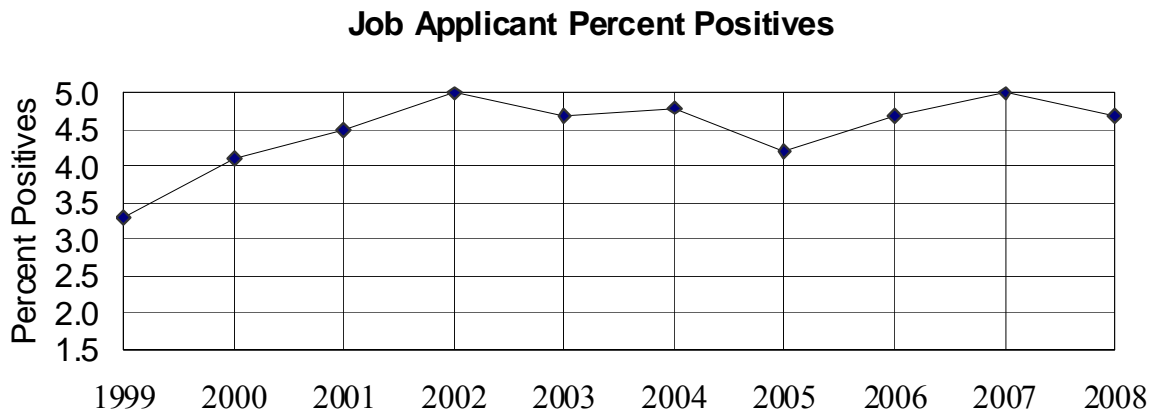
The graph below indicates the number of positive tests for job applicants from 1999 to 2008.

Figure 2



The following graph shows the percentage of positive tests for job applicants each year from 1999 to 2008.

Figure 3

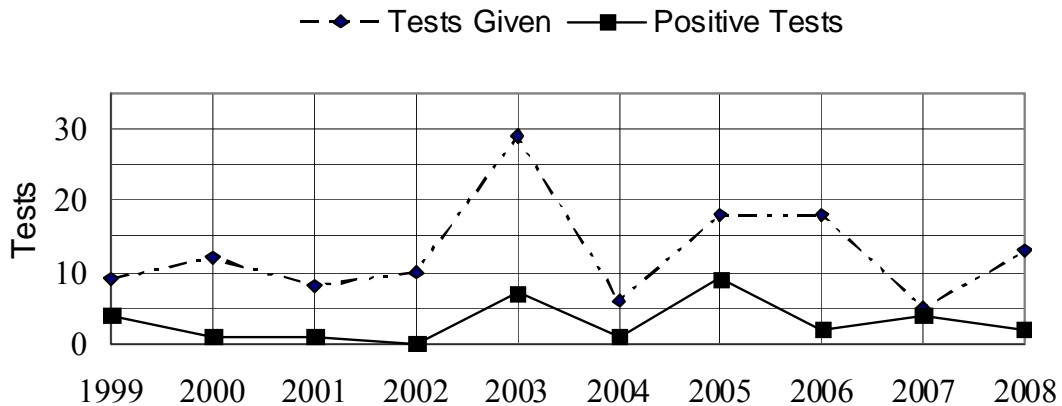


**Employee Testing**

A total of 960 employee tests were conducted in 2008 with 39 positive results. Thirteen of the tests were for probable cause. Of these, there were two confirmed positives (15.4%), one for cannabinoids, one for alcohol. The following graph illustrates the number of probable cause tests done and the number of positives for the years 1999 through 2008.

**Figure 4**

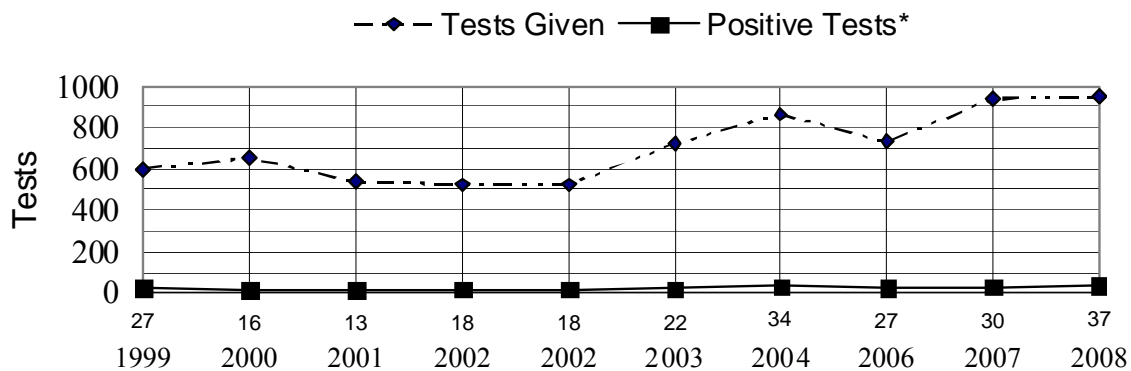
**Employee Probable Cause Testing**



Random or arbitrary testing accounted for 947 of the employee tests. Of these, 37 (3.9%) were confirmed positive, 26 (70.2% of positives) for cannabinoids, 7 (18.9%) for cocaine, 3 (8.1%) for opiates, 2 (5.4%) for benzodiazepines and 1 (2.7%) for alcohol. The following graph shows the trend for random and arbitrary tests for the years 1999 through 2008.

**Figure 5**

**Employee Random or Arbitrary Testing**



\* Counts shown below graph.

## SECTION V

**Analysis of All Results (Applicants & Employees)**

A total of 23,437 tests were reported in 2008. The service industry had the most substance abuse testing policies and conducted 7,384 tests, with 3.8% positive. The wholesale and retail trade industry conducted 9,297 tests, with 5.6% positive.. The manufacturing industry conducted 3,800 tests, with 3.3% positive. The construction industry conducted 2,386 tests, with 5.6% positive. Transportation and public utilities conducted 493 tests with 3.2% positive tests. (See Table 3).

**Table 3**

**Results of All Tests Under  
Approved Policies, by Industry  
Maine, 2008**

<b><u>Industry</u></b>	<b><u>Number of Policies</u></b>	<b><u>Number of Tests</u></b>	<b><u>Number of Positives</u></b>	<b><u>Percent Positive</u></b>
<b>All Industries</b>	<b>384</b>	<b>23,437</b>	<b>1,086</b>	<b>4.6</b>
<b>Construction</b>	<b>52</b>	<b>2386</b>	<b>134</b>	<b>5.6</b>
Heavy Construction	11	1,517	53	3.5
Other Construction	41	869	81	9.3
<b>Manufacturing</b>	<b>110</b>	<b>3,800</b>	<b>126</b>	<b>3.3</b>
Plastics/Rubber	8	258	19	7.4
Food Products	9	483	25	5.2
Electronic/Electrical Equipment	8	298	10	3.4
Wood Products	20	240	4	1.7
Paper Products	18	1,110	22	2.0
Other Manufacturing	47	1,411	46	3.3
<b>Transportation and Public Utilities</b>	<b>24</b>	<b>493</b>	<b>16</b>	<b>3.2</b>
<b>Trade</b>	<b>69</b>	<b>9,297</b>	<b>525</b>	<b>5.6</b>
Retail	33	8,626	473	5.5
Wholesale	36	671	52	7.7
<b>Services</b>	<b>123</b>	<b>7,384</b>	<b>280</b>	<b>3.8</b>
Healthcare and Social Assistance	15	1,938	26	1.3
Professional/Tech/Scient Svcs.	10	114	4	3.5
Other Services	80	5,332	250	4.7
<b>Other</b>	<b>6</b>	<b>77</b>	<b>5</b>	<b>6.5</b>

A drug-testing panel consists of the list of substances for which the employer will test as specified in the employer's policy. Although there are variations in the drug testing panels used by different employers, nearly all employers test for cannabinoids, cocaine and amphetamines. Among those tested, cannabinoids remain the substance with the highest percentage of positive tests, followed by cocaine. The substance least tested for is alcohol. Only 56 of the 281 companies who reported testing in 2008 included alcohol in their drug-testing panel. Of all the tests conducted during 2008, 4.6% were positive

for one or more substances. The highest percentage of positives for an individual substance was 4.1%, for cannabinoids, which accounted for 84.2% of all positives. (See Table 4).

**Table 4**  
**Results of All Tests Under**  
**Approved Policies, by Specific**  
**Controlled Substance**  
**Maine 2008**  
**(ordered by percent positive)**

<u>Substance</u>	<u>Employers Testing During Year</u>	<u>Total Tests</u>	<u>Total Tests w/1 or more Positives</u>	<u>Percent Positive*</u>	<u>Percent of Positives</u>
<b>All Substances</b>	<b>**281</b>	<b>23,437</b>	<b>**1,086</b>	<b>4.6</b>	
Cannabinoids	272	22,244	914	4.1	84.2
Cocaine	272	22,129	73	0.3	6.7
Opiates	271	22,177	43	0.2	4.0
Amphetamines	269	22,169	34	0.2	3.1
Phencyclidine	265	22,128	12	0.1	1.1
Benzodiazepines	128	9,004	13	0.1	1.2
Barbiturates	136	9,617	12	0.1	1.1
Methadone	116	8,544	6	0.1	0.6
Alcohol	56	4,582	7	0.1	0.6
Methaqualone	100	7,417	0	0.0	0.0

*\*Percent positives of all tests conducted.*

*\*\*May be less than total of all substances if one or more applicants tested positive for multiple substances.*

*.- Indicates a value of less than 0.05 percent.*

The following table shows the trend of drug testing from 1999 through 2008. The number of employers with approved policies has increased from 200 in 1999 to 384 in 2008. The total number of tests given has been increasing since 2002. The percentage of positive tests has fluctuated, with the lowest (3.3%) in 1999 and the highest (4.9%) in 2002 and again in 2007. Positive results for job applicant testing were lowest (3.3%) in 1999 and highest (5.0%) in 2002 and 2007. The percentage of positive random tests was lowest (2.4%) in 2001 and highest (4.5%) in 1999.

**Table 5**  
**Yearly Totals by Type of Test**  
**Applicants/Employees**  
**1999-2008**

Year	w/ Employers	Total Tests	Total Positives	Percent Positive	Applicant		Probable Cause		Random Tests Po	Random Positives	Percent Positive	
					Tests	Positives	Tests Po	Positives				
2008	384	23,437	1,086 4	.7	22,477	1,045 4	.7	13	2	947	37 3	.9
2007	350	22,641	1,110 4	.9	21,700	1,076 5	.0	5	4	936	30 3	.2
2006	325	18,112	853 4	.7	17,364	824 4	.7	18	2	730	27 3	.7
2005	310	17,742	749 4	.2	16,876	706 4	.2	18	9	863	34 3	.9
2004	287	17,428	826 4	.7	16,702	803 4	.8	6	1	720	22 3	.1
2003	271	16,129	761 4	.7	15,345	727 4	.7	29	7	755	27 3	.6
2002	252	13,128	642 4	.9	12,595	624 5	.0	10	0	523	18 3	.4
2001	239	16,492	730 4	.4	15,947	716 4	.5	8	1	537	13 2	.4
2000	226	18,827	765 4	.1	18,164	748 4	.1	12	1	651	16 2	.5
1999	200	20,725	691 3	.3	20,118	660 3	.3	9	4	598	27 4	.5

.- Indicates a value of less than 0.05%

**Figure 6**

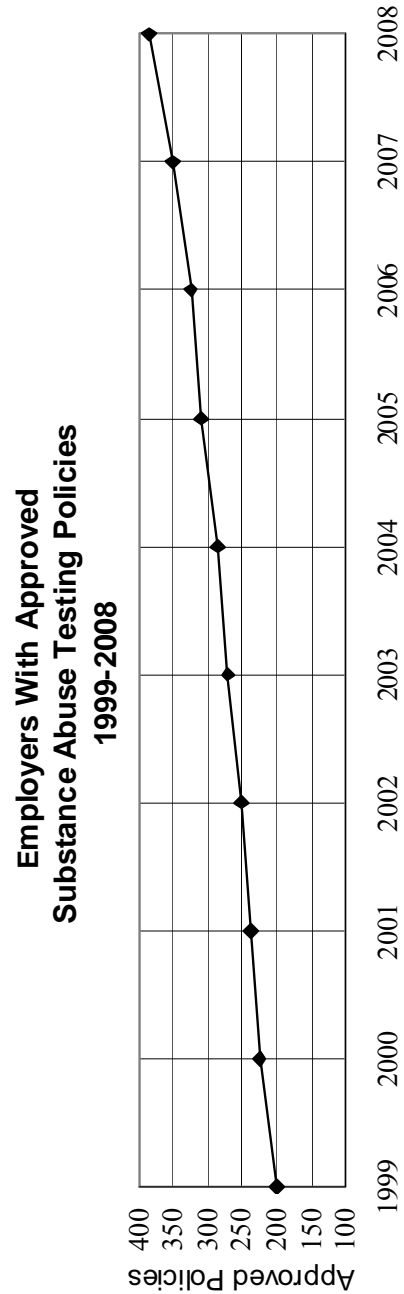


Table 6 shows the cumulative total of tests and positives for job applicants and employees from 1999 through 2008. It also shows the percentage positive for each substance as it relates to the total number of tests and to the total number of positives. The data shows that of the controlled substances tested for, cannabinoids had the highest percentage of positives.

**Table 6**  
**Positives By Substance**  
**1999 - 2008 (Cumulative)**

	Number of Tests	As % of All Tests	As % of Positives
<b>Total Tests</b>	<b>184,476</b>	<b>100.0</b>	
<b>Total Tests with a positive result for 1 or more substances</b>	<b>*8,213</b>	<b>4.5</b>	
Cannabinoids	6,977	3.7	85.0
Cocaine	573	0.3	7.0
Opiates	213	0.1	2.6
Amphetamine	188	0.1	2.3
Benzodiazepines	109	0.1	1.3
Alcohol	61	-.-	0.7
Methadone	66	-.-	0.8
Barbiturates	64	-.-	0.8
Phencyclidines	29	-.-	0.4
<b>Invalid Tests</b>	<b>312</b>	<b>0.2</b>	

*\*May be less than total of all substances if one or more applicants tested positive for multiple substances*

*.-.- Indicates a value of less than 0.05%*

## SECTION VI

### Summary

During 2008, the Maine Department of Labor reviewed 78 substance abuse testing applications. Of the 78 reviewed, 75 were completed and 3 were pending at year's end. As of December 31, 2008, a total of 384 approved policies were in force.

The Department of Labor surveys all employers with approved policies for this report. Twenty had failed to respond in time to be included in this report. The 2008 survey reported that 22,477 job applicants had been tested, with 1,047 (4.7%) confirmed positive tests. There were 13 employee probable cause tests, with 2 (15.4%) reported as positive and 947 employee random or arbitrary tests, with 37 (3.9%) positives reported.

## Appendix 1

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer Former Name or Alias</b>	<b>Applicant Testing Approved</b>	<b>Probable Cause Testing Approved</b>	<b>Random/Arbitrary Testing Approved</b>
A A A of Northern New England, Inc. <i>Maine Automobile Association</i>	10/29/2003		
A D N Communications	2/15/2008		
A C S	6/7/2006	6/7/2006	
A V X Tantalum Corp.	9/27/2000		
A W S <i>Alternative Warehouse Services, Inc.</i>	2/24/1999		
Acme-Monaco Corporation	1/7/2003		
Acuren Inspection <i>Longview Inspections</i>	10/6/2000		
ADECCO Employment Services <i>Olsten Staffing Services</i>	8/12/1997		
Aetna Inc. <i>Aetna Life Insurance Company</i>	2/16/2000		
AIMCO <i>Apartment Investment and Management Company</i>	4/30/2001		
Air Temp Mechanical Contractors <i>Air Temp, Inc.</i>	8/6/2003		
Alexander & Associates	1/2/2001	4/1/2003	
Alexander-Otto Company	9/29/2006		
Alliance Construction Inc.	5/14/2001		
Allstate Insurance Company	3/25/1991		
American Aerial Services Inc.	5/11/2007		
American Red Cross Blood Services, N. E. Region	8/22/2005		
American Steel and Aluminum Corporation	4/30/2001		
AmeriCold Logistics, LLC	1/18/2008		
Androscoggin Home Care & Hospice	3/30/2007		
Applicator Sales & Service Inc.	2/7/2007		
Arc One LLC (ADP Total Source) <i>fmr Pleasants Hardware Company</i>	2/10/1998	10/20/1997	2/10/1998
Associated Grocers of Maine	5/1/2003	5/15/2004	
Atlantic Industrial Co. <i>former North Atlantic Scaffolding</i>	12/3/2007		



## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Atlantic Salmon of Maine LLC <i>Cooke Aquaculture, Phoenix Salmon US, Inc.</i>	5/5/2000		
ATwork Personnel Services	7/2/1996		
Auburn, City of	6/9/1994		
Automotive Supply Associates Inc.	12/6/2007	12/6/2007	
B & M Baked Beans <i>B &amp; G Foods, Inc.</i>	9/4/2002		
B B I Waste / Blow Bros.	9/11/2008		
B J's Wholesale Club, Inc.	6/9/1994		
Backyard Farms, LLC <i>U. S. Functional Foods, LLC</i>	8/15/2006		
Baileyville Police Dept.	2/24/1999	7/22/2002	7/22/2002
Bancroft Contracting Corp	2/1/1994		
Bangor Area Visiting Nurses <i>Eastern Maine HomeCare</i>	12/16/1992		
Bangor Gas Company	6/11/2002	4/12/2005	
Bangor International Airport	10/26/2005	10/26/2005	10/26/2005
Bangor Mall, LLC <i>fmr Kravco Simon</i>	4/13/1995		
Bank of America Child Development Center <i>Bright Horizons Family Solutions</i>	4/30/2002		
Barber Foods	9/9/1997		
Barclays	4/30/2008		
Bath Iron Works	2/27/1990	9/4/2002	9/4/2002
Bath Water District	1/29/2003		
Best Buy Stores LP	12/16/1998		
Biddeford Internet Corporation <i>dba GWI (Great Works Internet)</i>	8/11/2005		
Blake Equipment Company <i>Northeast Mechanical Corporation.</i>	12/21/1998	12/21/1998	
Bob's Discount Furniture of Massachusetts <i>Bob's Discount Furniture, Inc.</i>	3/11/2004		
Bonney Staffing Center <i>Bonney Staffing &amp; Training Centers</i>	1/2/2003		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Boralex	5/14/2008	5/14/2008	
Brewer Automotive Components <i>B A C, Inc.</i>	9/17/1999		
Brewer, City of	12/12/2000		
Brewer Housing Authority	9/11/2008		
Brockway-Smith	1/28/2003		
C C B, Inc. <i>fmr K C S, Inc.</i>	6/2/1998		
C C I Systems, Inc.	6/21/2002	6/21/2002	6/21/2002
C P M Constructors	5/9/2007		
C P R C Group LLC <i>M B Bark</i>	4/3/2006		
C. N. Brown Company	6/6/2001		
Cabela's Retail, Inc.	1/15/2008		
Calais, City of	6/3/2003		
Calpine Corporation <i>fmr Energy Management Inc.</i>	10/18/1999		
Capital Area Staffing Solutions	9/7/2006		
Career Systems Development Corp. <i>Penobscot Job Corps Center</i>	11/8/2006		
Cascades Auburn Fiber	8/8/2007	8/16/2006	
Casella Waste Systems Inc. <i>Sawyer Environmental Services</i>	12/16/1998		
Casey Industrial, Inc.	4/10/2007		
Cates & Associates	4/13/2005		
Cates Technical Agency, Inc. <i>fmr Cates Temporary Agency, Inc.</i>	4/13/2005		
CCH Small Firm Services	11/19/2008		
Central Maine Power	10/18/1990		
Chadwick BaRoss, Inc.	7/21/1993		
Cianbro Corporation	2/27/1990	2/27/1990	2/27/1990

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Cives Steel Company <i>Cives Corporation</i>	10/18/1990	12/28/1998	
Coca-Cola Bottling Co. of Northern New England	12/29/1992	8/17/1993	
Columbia Air Services-B H B, LLC	6/23/2005	11/30/2005	
Columbia Forest Products	11/30/2007		
Commercial Delivery Systems LLC	5/13/2005	6/24/2005	6/24/2005
Community Concepts, Inc.	10/24/2001		
Connect North America Corp. U S A, Inc.	1/26/2007		
Cosigli Construction Company	6/30/2008		
Contech Stormwater Solutions	6/17/2006		
Consolidated Container Co., LP	7/21/2000		
Cooper Wiring Devices <i>Arrow Hart</i>	7/24/1990		
Corinth Wood Pellets LLC	1/26/2007		
Corning Inc. <i>Corning Inc., Life Sciences Div.</i>	9/19/2001		
CoWorx Staffing Services LLC	3/14/2007		
CRI-SIL, LLC <i>former Immix Technologies, LLC</i>	10/24/2000		
Cyro Industries	7/24/1990		
D & G Machine Products, Inc.	7/31/1991		
d. e. Foxx & Associates <i>X L C Personnel Services</i>	6/22/2004		
D. L. Thurrott Air <i>The Inesco Group</i>	1/28/2002		
Damon Mechanical Services	4/13/2005		
Danforth Habilitation	5/28/2008		
Darden's Restaurants Inc.	9/17/1999	9/17/1999	
Davey Tree Expert Company	10/24/2008	10/24/2008	10/24/2008

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Dennis Paper & Food Service <i>Dennis Beverage Co.</i>	12/24/1991		
Dielectric Communications <i>Dielectric</i>	7/9/1999		
Dingley Press	8/5/2006		
DirecTECH N E	9/15/2005		
Diver Down Underwater Services <i>Enclave Development</i>	12/4/2001		
Doherty Employment Group	11/15/2007	11/15/2007	
Domtar Industries Inc. <i>Georgia Pacific, Communication Papers Div.</i>	7/31/1991	6/22/2001	
Down East Toyota-Scion-Buick <i>Down East Toyota-Buick/Down East Auto Body of Brew</i>	2/9/2000		
Dragon Products	6/7/2007		
Ducktrap River of Maine <i>Fjord Seafood USA</i>	12/28/1998		
Duratherm Window Corporation	10/8/2003		
E. S. Boulos Company <i>ESB</i>	6/2/1998		
Eastern Fire Protection/Eastern Sprinkler Services	10/8/2003		
Eastern Maine Healthcare <i>Eastern Maine Medical Center</i>	1/15/1991		
Eaton Electrical, Inc. <i>Cutler Hammer, Inc.</i>	9/2/1999		
Ed Hodsdon Masonry	4/29/2008		
EFMARK Service Co. <i>Premium Armored Service Co.</i>	10/23/1997		
Electronic Data Systems <i>E D S Corporate Security</i>	1/24/2001		
Ellsworth Builders Supply Inc.	9/25/1990		
Elmet Technologies <i>Philips Elmet, Philips Electronics</i>	10/4/1990		
Emery-Waterhouse	4/8/1998		11/6/1998
Employment Specialists of Maine	11/8/2006		
Energy East Management Corp.	7/7/2003		
Enterprise Engineering, Inc.	9/10/2002	10/16/2002	10/16/2002

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> <b>Former Name or Alias</b>	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Environmental Products, Inc.	6/30/2008		
Equipment Rental Service, Inc. <i>dba Taylor Rental</i>	3/2/1999		
ESOCO Orrington, Inc.	6/3/1992		
Everett J. Prescott <i>E. J. Prescott</i>	2/25/2000		
Evonik Cyro LLC <i>Cyro Industries</i>	7/14/1990		
Express Personnel Services	10/12/2006		
F M C Corp. <i>F M C BioPolymer Corp.</i>	3/22/1990	5/18/1993	5/18/1993
F P L Energy Maine Operating Services LLC <i>Florida Power and Light</i>	6/23/2000		
Fairpoint Communications			
Fiber Materials, Inc.	6/27/1990		
First Level Technology LLC <i>First Line Solutions LLC</i>	4/27/2001		
First Protection Services, Inc.	2/18/2004		
Fisher Engineering <i>Fisher LLC</i>	4/17/1996	4/17/1996	
Flemish Master Weavers <i>Rainbow Rugs, Inc.</i>	11/21/1990		
Formed Fiber Technologies, Inc. <i>Gates Formed Fibre Products</i>	12/12/2000		
Formtek, Inc. <i>Cooper-Weymouth, Peterson &amp; Rowe Machinery</i>	4/23/2004		
Fraser Papers Ltd. <i>Nexfor/Fraser Papers Ltd.</i>	4/15/1994		9/23/1998
Fraser Timber Ltd. <i>Nexfor/Fraser Timber Ltd.</i>	8/10/2007	8/10/2007	
Freshwater Stone & Brickwork Inc.	11/19/2004		
Fulghum Fibres, Inc.	10/8/1997	12/12/2007	12/12/2007
G A C Chemical Corporation	8/19/2005		
G E Security <i>Edwards Systems Technology</i>	5/1/2003		
G P X International Tire Corp <i>Maine Rubber International</i>	5/15/1990		
G. E. Goding & Son, Inc.	4/24/1990		
Gagne & Son Concrete Blocks, Inc. <i>Gagne &amp; Sons, Inc.</i>	3/12/2004		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant Testing Approved</b>	<b>Probable Cause Testing Approved</b>	<b>Random/Arbitrary Testing Approved</b>
Garelick Farms of Maine <i>Grant's Dairy</i>	5/20/1998		
General Dynamics ATP <i>General Dynamics Armament Systems</i>	2/28/1990	8/7/1991	6/16/1993
General Electric (Auburn)	10/18/1990		
General Electric (Bangor)	5/24/1990		
General Parts Inc./Carquest <i>Carquest Distribution Center</i>	11/25/1997	4/27/1999	4/27/1999
Genuine Parts Company <i>N A P A</i>	9/27/2005	10/14/2005	
Giroux Oil Service Company	11/3/2004		
Goodwill Industries of Northern New England	6/15/2007		
Grainger Industrial Supply <i>W. W. Grainger, Inc.</i>	5/30/2000		
Great Falls Builders Inc.	11/17/200		
Guardsmark, LLC <i>Guardsmark, Inc.</i>	12/5/1996		
Gulf Oil Limited Partnership	8/12/2008	8/12/2008	8/12/2008
H M S Host International <i>Autogrill Group, Inc.</i>	1/5/1996		
H P Hood LLC <i>H P Hood, Inc.</i>	5/15/2003		
H. Finkleman Co. - Schnitzer NorthEast <i>New England Metal Recycling LLC</i>	4/5/2007		
Hale Trailer Brake & Wheel, Inc.	8/6/2003		
Haley's Metal Shop	5/9/2007		
Hampden Dept. of Pub. Safety	1/27/1999		
Hancock Lumber	4/29/1991		
Hannaford Bros. Distribut'n Ctr.	5/18/1993	7/25/2000	10/1/1996
HealthSouth Corporation	10/20/1997		
Hertz Corporation, The	6/11/2002		
Hinckley Co., LLC, The <i>Hinckley Yachts</i>	9/4/2002		
Hollywood Slots at Bangor, etc. <i>Bangor Historic Track Inc.</i>	6/29/2005	4/27/2007	
Home Depot	11/1/1996		
Houlton Police Department	10/19/2007		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Huber Engineered Woods, LLC <i>J. M. Huber Corp., Easton Dept.</i>	4/29/1991	4/29/1991	
Huhtamaki <i>Huhtamaki Food Services Inc.</i>	7/24/1990	7/30/1999	
Hussey Seating Company	12/24/1990		
Idearc Media Corp.	5/25/2008		
Ikon Office Solutions, Inc.	2/24/1999		
Imerys/Americarb Inc. <i>dba Imerys Pigments &amp; Additives Group</i>	7/14/2000		
INFAB Refractories <i>fmr Atlantic Contracting &amp; Specialties</i>	7/22/1993		
Innovative Distribution Services <i>fmr Speedy Warehouse Services Inc.</i>	9/1/2000		
Insurance Services Office, Inc.	10/31/2008		
InterFace Fabric <i>Interior Fabrics Group</i>	1/26/1999		
Interstate Brands Company <i>J J Nissen</i>	1/3/1992		
Irving Forest Products, Inc. (Pinkham Sawmill) <i>Pinkham Sawmill</i>	7/23/2002	7/23/2002	7/23/2002
Irving Tanning Company	12/27/1993		
Jagger Brothers, Inc.	5/14/2001		
Jean's Waterproofing, Inc.	7/8/2004		
JF2 LLC <i>dba On Target Utility Services</i>	12/8/2005	12/8/2005	12/8/2005
Johns Manville (Lewiston) <i>Schuller International</i>	1/21/1997		
Johnson & Jordan, Inc.	3/11/2005		
Kassbohrer All Terrain Vehicles, Inc.	10/24/2000		
Katahdin Forest Products/Cedar Ideas	1/18/2005	1/18/2005	
Katahdin Paper Company LLC <i>Great Northern Paper/Bowater</i>	12/16/1992	7/13/2005	7/13/2005
Keeley Crane Service	6/30/2008		
Kelly Services Inc.	1/30/2003		
Kennebunkport Police Department	3/28/2002		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
KidsPeace National Centers of New England <i>KidsPeace Nat'l Ctrs for Kids in Crisis of New Eng</i>	5/5/2000		
Knight-Celotex LLC <i>formerly Masonite Corporation</i>	6/9/1994		
Kohl's Department Stores	8/4/2004		
L & B Electrical Contractors, Inc.	2/25/2003		
L K Q Gorham Auto Parts Inc. <i>Gorham Auto Parts</i>	12/6/2004	8/17/2005	
L M S Intellibound, Inc. <i>Labor Management Service</i>	2/8/2004		
Lane Construction Corp., The <i>Lane Industries</i>	12/16/1992		
Lewiston, City of	4/8/2008		
Lincare Inc.	2/9/2000		
Lincoln Paper and Tissue, LLC <i>Lincoln Pulp and Paper</i>	1/12/2005		
Lohmann Animal Health International <i>Maine Biological Laboratories</i>	12/4/2001		
Lonza Rockland <i>Cambrex Bio Science Rockland</i>	12/23/2005		
Louisiana-Pacific Corporation	5/20/1998	5/20/1998	5/20/1998
Lowe's Home Centers Inc.	11/3/2004		
Lucas Tree Expert Company, Inc.	4/29/1991		
Madison Paper Industries	4/19/1990		
Maine Business Services <i>dba Manpower</i>	4/30/2002		
Maine Distributors	5/2/2007		
Maine Drilling and Blasting	9/9/1999		
Maine Medical Center	9/25/2008		
Maine Public Service	6/13/1990		
Maine Woods Company LLC	4/21/1999		
Mainely Vinyl Inc.	9/21/1998		
MaineToday	8/24/2005		



## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Marion Transfer Station, Inc.	4/12/2005	4/12/2005	4/12/2005
Marquis Heating	8/8/2007		
Marriott International	10/17/1995		
Mathews Brothers Company	10/26/2006		
McCain Foods USA, Inc. <i>McCain Foods, Inc.</i>	2/24/1992	4/28/1998	4/28/1998
Medical Staffing Network	3/28/2002		
Mercy Hospital	11/20/2008		
Mexico Water District	10/29/2003	10/29/2003	
Mid Maine Communications	12/31/2003	12/3/2007	12/3/2007
Mid State Machine Products	5/15/1990	8/14/1990	8/14/1990
Midwest Price Co., LLC	9/27/2000	2/12/2002	2/12/2002
Milo Water District	9/15/2004	10/25/2004	10/25/2004
Milton CAT <i>Southworth-Milton, Inc.</i>	8/2/2005		
Modern Pest Services	11/17/2006		
Montreal, Maine & Atlantic Railway <i>Bangor &amp; Aroostook Railroad</i>	6/19/1998		
Mount Hope Cemetery Corporation	4/15/1995		
Mr. Signs Inc.	10/22/2007	10/22/2007	
N R F Distributors Inc.	6/30/2004		
National Semiconductor Corp.	12/22/1999		
Naturally Potatoes <i>a Basic American Foods Division LLC</i>	11/18/2005	8/7/2007	
Netflix Inc.	6/15/2007	6/15/2007	10/10/2007
New England Insulation	4/29/1999		
New England Truck Tire Centers Inc.	4/8/2004		
New Horizons for Young Women <i>New Horizons Wilderness Program, Daughters, Inc.</i>	6/1/2001		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer Former Name or Alias</b>	<b>Applicant Testing Approved</b>	<b>Probable Cause Testing Approved</b>	<b>Random/Arbitrary Testing Approved</b>
New York Life Insurance Company	3/28/2002		
Newark Paperboard Products <i>Gardiner Paperboard</i>	8/15/1997		
NewPage Corporation <i>MeadWestvaco Corporation</i>	3/19/1990	10/25/1990	10/25/1990
Newport, Town of	11/8/2006		
Next Generation Vending Inc. <i>All Seasons Services Inc.</i>	6/23/2000		
Nichols Portland (div Parker Hannifin)	12/22/1998		
Northeast Airmotive	9/18/2001		
Northeast Cardiology Associates	11/3/2005		
Northeastern Environmental Services	7/21/2000		
Northeastern Log Homes, Inc.	4/21/2000		
Nortrax	9/11/2002		
Norway Water District	11/8/2006		
Norway-Paris Solid Waste, Inc.	7/7/2004		
O C V Technical Fabrics fmr Saint-Gobain BTI, Brunswick Technologies, Inc.	7/9/1999		
Oakhurst Dairy	2/28/1990		
Ocean State Job Lot	4/27/2006		
O'Connor Constructors, Inc. <i>Thomas O'Connor &amp; Company Inc.</i>	7/9/1999		
Old Town Canoe <i>Johnson Outdoors, Inc.</i>	2/25/2003	2/25/2003	
Old Town Lumber Company, Inc.	4/21/2000		
Omicare Pharmacy of Maine <i>policy includes NCS and Pharm Corp</i>	3/29/2002	12/3/2003	12/3/2003
Oxford Networks <i>Oxford County Telephone Service</i>	12/3/2003	9/27/2006	9/27/2006
P & G Tambrands Inc. <i>Tambrands, Procter &amp; Gamble Tambrands</i>	1/13/1999		
P F G Northcenter <i>Northcenter Foodservice Corporation</i>	9/19/1990		
P S C Industrial Outsourcing <i>Philip Services Corp North Atlantic Inc.</i>	11/10/1993		11/16/1998

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
PAGEmployment <i>Page Employment Inc.</i>	6/4/2004		
Panolam Industries International <i>Pioneer Plastics Corp.</i>	9/19/1990		
Parkview Adventist Medical Center	11/17/2006		
Patriot Insurance	2/1/2008		
Paul G. White Tile Company	7/21/1993		
Paychex	6/15/2007		
Pegasus Cleaning Corp.	2/15/2007		
PenBay Healthcare & Affiliates <i>PenBay Medical Center &amp; many affiliates</i>	5/2/2007		
Penobscot County Sheriff's Office	8/11/1998		
Penobscot Regional Communications Center	1/27/1999		
Pepsi Bottling Group, The <i>Seltzer &amp; Rydholm</i>	12/29/1992	10/10/2007	
Perma Treat Corporation <i>fmr Aroostook &amp; Bangor Resources Inc.</i>	3/13/2001		
Pharm Corp of Maine LLC <i>part of Omnicare, reports separately</i>	3/29/2002	12/3/2003	12/3/2003
Pike Industries, Inc. <i>Tilcon of Maine</i>	10/4/1990		
Pine Environmental Services, Inc.	11/16/2007		
Pine State Trading Company	8/2/2005		
Pizzagalli Construction Co., Inc.	5/26/1998		
Plum Creek Timber Company <i>Plum Creek Marketing, Inc.</i>	10/15/1998		
Poland Spring Bottling Co. <i>div of Nestle Waters North America</i>	6/8/1999		
Pollack Corporation, The <i>dba G. M. Pollack &amp; Sons</i>	8/25/1992		
Portage Wood Products LLC	9/29/2006		
Portland Air Conditioning, Inc.	2/15/2005		
Portland Fish Exchange, Inc.	6/3/2003		
Portland Press Herald/Maine Sunday Telegram	8/24/2005		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> <b>Former Name or Alias</b>	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Portland Water District	9/4/2002		
Pratt & Whitney Aircraft Group <i>a United Technologies company</i>	6/22/1990	6/22/1990	
Pro Search Inc.	10/24/2007		
Progressive Distributors, Inc.	5/18/1993		
Project Staffing Inc.	12/23/2005		
Prudential Financial	11/1/2005		
R R Donnelley (Wells Plant) <i>fmr Spencer Press Inc.</i>	7/21/2000		
R T S Packaging LLC <i>fmr Rock-Tenn</i>	5/28/1991	11/4/1991	11/4/1991
Radiodetection Corporation	9/5/2003		
RailWorks Corporation	4/16/2008		
Rason Environmental Consultants	9/11/2008	9/11/2008	9/11/2008
Reed & Reed Inc.	6/25/1992	5/9/2007	5/9/2007
Re-Harvest Inc/Harvest Hill Farms	5/28/2008		
Riley Medical, Inc.	8/17/1993		
Robbins Lumber Inc.	9/29/2006		
Rockland Marine Corporation	1/24/2007		
S B A Network Services	2/4/2004	9/4/2004	9/4/2004
S W & B Construction Co.	4/29/1991	2/22/1999	2/22/1999
Safe Handling Inc	5/10/2007		
Sappi Fine Paper (Somerset) <i>fmr S. D. Warren</i>	5/28/1991	12/30/1993	
Sappi Fine Paper (Westbrook) <i>fmr S. D. Warren</i>	4/29/1991	12/30/1993	
Sargent Corporation <i>fmr H. E. Sargent</i>	4/17/1996		
Scarborough, Town of	2/25/2003		
Scholastic Book Fairs <i>Scholastic, Inc.</i>	5/2/2001	5/2/2001	5/2/2001
Scooter Store, The	10/26/2005		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
Seaboard Security	9/15/2004		
Securitas Security Services U S A <i>Burns Security, Halls Security Services, Inc.</i>	9/15/2004		
ServiceMaster <i>ServiceMaster of Lake Region</i>	11/20/2008		
Shaw's Supermarkets, Inc., Wells Distribution Ctr.	6/10/2000		
Shaw's Supermarkets/Stores Only	11/18/2005		
Sigco, Inc	11/29/2007		
Sisters of Charity Health System <i>includes St. Mary's, SMRMC, SOCHS, DYP, WORKMED</i>	7/19/1995		
Skowhegan, Town of	8/28/1998		
Sodexo America, LLC	3/3/2008		
Smith & Wesson Corporation	3/27/2003		
Solon Manufacturing Co.	7/19/1995		
Sonoco Products Company	7/31/1991		
South Portland, City of	11/7/2006		
Specialty Minerals Inc.	4/6/1996	4/3/1997	
Sprague Energy Corporation	4/13/1995		
Springborn Staffing/Industrial Staffing	11/15/2005		
Spudnik Equipment Company LLC	8/16/2005		
St. Paul Travelers <i>fmr St. Paul Companies</i>	7/24/1990		
Staff Management	1/20/2004		
Standard Insurance Company, The	3/25/2003		
Standard Waterproofing, Inc.	4/13/1998		
Station Class Constructors, Inc.	1/26/2001	2/6/2001	2/6/2001
Sullivan & Merritt Inc.	5/18/1993		
Sustainable Forest Technologies, Inc.	7/2/2008		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant Testing Approved</b>	<b>Probable Cause Testing Approved</b>	<b>Random/Arbitrary Testing Approved</b>
Target Corporation	7/9/2001		
Tate and Lyle Ingredients America, Inc.	5/2/2008		
Teaford Construction	4/26/2007		
Tempo Employment Services	3/3/2008		
Time Warner Cable	1/20/2004		
Trans-Tech Industries Inc.	9/27/2000		
Trask-Decrow Machinery, Inc.	7/2/2008		
Tweeter Home Entertainment Group	11/18/2005		
U B S Financial Services Inc. <i>fmr Paine Webber Inc.</i>	4/23/2004		
U. S. Cellular	5/5/2000		
Unifirst Corporation	5/20/1993		
Union River Boat Company	7/22/2008		
Union Water Power Co.	7/21/2000	4/2/2003	4/2/2003
Utility Shared Services	3/3/2008		
Valenite, LLC	9/1/2005		
Valley National Gases LLC <i>Advantage Gases and Tools</i>	12/20/2007		
Vaughn Thibodeau & Sons	4/17/2008		
Verison New England	10/5/1994	10/5/1994	10/5/1994
Verso Paper (Androscoggin Mill) <i>fmr International Paper</i>	11/5/1990	6/9/1994	
Verso Paper (Bucksport Mill) <i>fmr International Paper</i>	3/23/1990	9/19/2001	9/19/2001
Vescom Corporation	5/18/1993		
VingTech Corporation	11/16/2007		
Volk Packaging Corporation	8/17/2006		
W G M E, Inc. Sinclair Broadcast Group	1/29/2008		

## Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

<b>Employer</b> Former Name or Alias	<b>Applicant</b> <b>Testing</b> <b>Approved</b>	<b>Probable</b> <b>Cause Testing</b> <b>Approved</b>	<b>Random/Arbitrary</b> <b>Testing Approved</b>
WahlcoMetroflex, Inc.	12/4/2008	12/4/2008	12/4/2008
Waldron Group of Companies	2/7/2007		
Wal-Mart Stores Inc.	3/31/1998		
Walpole Woodworkers Inc.	2/12/2001		
Waterville Anesthesia Associates	4/30/1993	4/30/1993	4/30/1993
Watts FluidAir (div Parker Hannifin)	6/24/1997		
Wausau Paper Specialty Products LLC <i>Wausau Paper Otis Mill Inc.</i>	9/2/1999		
Webber Oil Company	4/17/1996		
WestPoint Home Inc. <i>WestPoint Stevens Inc.</i>	12/22/1998		
Whatman Inc.	6/4/2003		
Willette Welding, Inc.	12/22/1999		
Windward Petroleum	1/16/2008		
William Atwood Lobster Company	10/13/2006		
Wise Business Forms, Inc. <i>E P X</i>	6/3/2003		
Wood Structures Inc.	3/25/1991		
Work Source Staffing Services <i>Work Source became a dba of M &amp; K Inc. during 2007</i>	3/13/2001		
Wright-Ryan Construction, Inc.	2/24/2005		
Wyman & Simpson, Inc.	5/18/1993		
XPEDX <i>Division of International Paper</i>	7/21/1993		
Z F Lemforder Corporation	12/3/1991		
Zampell Refractories, Inc.	12/30/1993	12/30/1993	12/30/1993

## Appendix 2

In order to maintain approval of probable cause or random/arbitrary employee testing policies, employers must have an employee assistance program (EAP) certified by the Department of Health and Human Services. The following is a list of employers required to have EAPs.

<b>Employer</b>	<b>Location</b>	
American Aerial Services	Falmouth	ME
Associated Grocers of Maine	Gardiner	ME
Altantic Industrial Co.	Columbia	MD
Bangor Gas Company	Bangor	ME
Bangor International Airport	Bangor	ME
Bath Iron Works	Bath	ME
Blake Equipment Company*	Bloomfield	CT
Boralex	Stratton	ME
Cascades Auburn Fiber*	Auburn	ME
Cianbro Corporation	Leeds	ME
Cives Steel Company	Augusta	ME
Coca-Cola Bottling Co. of Northern New England	Bedford	NH
Commercial Delivery Systems LLC	Bangor	ME
Darden Restaurants Inc.*	Orlando	FL
Domtar Industries Inc.	Baileyville	ME
Enterprise Engineering, Inc.	Freeport	ME
F M C Corp.	Rockland	ME
FairPoint Communications*	Burlington	VT
Fisher Engineering	Rockland	ME
Fraser Papers Ltd.	Madawaska	ME
Fraser Timber Ltd.	Ashland	ME
Fulghum Fibres, Inc.	Augusta	GA
General Dynamics ATP	Saco	ME
General Parts Inc./Carquest	Bangor	ME
Genuine Parts Company	Westbrook	ME
Haley's Metal Shop	Biddeford	ME
Hannaford Bros. Distribut'n Ctr.	Portland	ME
Hollywood Slots at Bangor, etc.	Bangor	ME
Huber Engineered Woods, LLC	Easton	ME
Huhtamaki	Waterville	ME
Irving Forest Products, Inc., (Pinkham)	Ashland	ME
JF2 LLC	Gardiner	ME



## Appendix 2, Continued

<b>Employer</b>	<b>Location</b>	
Katahdin Forest Products/Cedar Ideas	Oakfield	ME
Katahdin Paper Company LLC	E. Millinocket	ME
L K Q Gorham Auto Parts Inc.*	Gorham	ME
Louisiana-Pacific Corporation	Houlton	ME
McCain Foods USA, Inc.	Easton	ME
Mid Maine Communications	Bangor	ME
Mid State Machine Products	Winslow	ME
Midwest Price Co., LLC	Monticello	AR
Naturally Potatoes	Mars Hill	ME
NewPage Corporation	Rumford	ME
Old Town Canoe	Old Town	ME
Omnicare Pharmancy of Maine	Westbrook	ME
Oxford Networks	Lewiston	ME
P S C Industrial Outsourcing*	Toledo	OH
Parkview Adventist Medical Center*	Brunswick	ME
Pepsi Bottling Group, The	Manchester	NH
Pharm Corp of Maine LLC	Augusta	ME
Pratt & Whitney Aircraft Group	North Berwick	ME
R T S Packaging LLC	Scarborough	ME
Reed & Reed Inc.	Woolwich	ME
S B A Network Services	Roswell	GA
S W & B Construction Co.	Auburn	ME
Safe Handling	Auburn	ME
Sappi Fine Paper (Somerset)	Skowhegan	ME
Sappi Fine Paper (Westbrook)*	Westbrook	ME
Seaboard Security	Brewer	ME
Shaw's Supermarkets, Inc.	Wells	ME
Specialty Minerals Inc.	Bethlehem	PA
Union Water Power Co.*	Rochester	NY
Verizon New England*	Woburn	MA
Verso Paper (Androscoggin Mill)	Jay	ME
Verso Paper (Bucksport Mill)*	Bucksport	ME
Waterville Anesthesia Associates*	Waterville	ME
Zampell Refractories, Inc.	Auburn	ME

\* Currently lapsed, no employee testing permitted

### Appendix 3

#### Laboratories Approved to Do Substance Abuse Testing, 2008

The following laboratories, none in Maine, were licensed as of the end of 2008 to perform the tests for companies with substance abuse testing policies that have been approved by the Maine Department of Labor.

<b>Laboratory Name</b>	<b>Address</b>	<b>Date Expires</b>
ACM Medical Laboratory	160 Elmgrove Park Rochester, NY 14264	05/01/09
Advanced Toxicology Network	3560 Air Center Cove, Suite 101 Memphis, TN 38118	11/05/09
Ammon Analytical Laboratory (908)	1622 South Wood Avenue Linden, NJ 07036 862-4404	03/01/09
Calloway Drug Testing Labs	34 Commerce Way Woburn, MA 01880	07/01/09
Clinical Reference Laboratory	8433 Quivira Rd. Lenexa, KS 66215	08/20/09
DrugScan, Inc.	1119 Mearns Rd. Warminster, PA 18974	07/10/09
Kroll Laboratory Specialists, Inc.	1111 Newton St. Gretna, LA 70053	05/08/09
Laboratory Corp. of America Holdings N.C.	P.O. Box 12652 1904 Alexander Dr. Research Triangle Park, 27709	01/10/09
Laboratory Corp. of America Holdings	69 First Ave. Raritan, NJ 08869	03/12/09
MAXXAM Analytics, Inc. Mississauga,	6740 Campobello Rd. Ontario Canada L4Z 1p1	05/15/09

Appendix 3, Continued

Laboratories Approved to do Substance Abuse Testing, 2008.

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<b>Laboratory Name</b>	<b>Address</b>	<b>Date Expires</b>
Medtox Laboratories, Inc.	402 West County Rd. D Saint Paul, MN 55112	03/01/09
Psychemedics Corp.	5832 Uplander Way Culver City, CA 90230	12/27/09
Quest Diagnostics	3175 Presidential Dr. Atlanta, GA 03040	03/12/09
Quest Diagnostics	10101 Renner Blvd. Lenexa, KS 66219	07/27/09
Quest Diagnostics Norristown,	400 Egypt Rd. PA 19403	06/24/09

## Appendix 4

### Some Controlled Substances, Drug Names, and Classifications

This is a list of some common drug names; it is not meant to be all-inclusive.

#### Controlled Substances and Drug Names\*:

##### Cannabinoids\*:

Hashish  
Marijuana  
Tetrahy                      drocannabinol (THC)

##### Depressants:

Barbiturates\*  
Benzodiazepi                      nes\*  
Glutethim                      ide  
Methaqualon                      e\*

##### Hallucinogens:

Am                      phetamine Variants\*  
LSD  
Mescaline                      and Peyote  
Phencyclidine (PCP, angel dust)\*  
Phencyclidine Analogs

##### Narcotics:

Codeine  
Heroin\*  
Hydrocodone                      dromorphone  
Meperidine                      (Pethidine)  
Methadone\*  
Morphine\*  
Opium\*

##### Stimulants:

Amphetamine                      phetamines\*  
Cocaine\*  
Methylphenidate  
Phenmetrazin                      e

\* Substances currently approved for drug testing under Maine law.