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Substance Abuse Testing Report 2012

Maine Department of Labor

Maine Bureau of Labor Standards

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Annual Report

Substance Abuse Testing in Maine

**Submitted to the Maine Legislature
March, 2013**



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Substance Abuse Testing Report 2012

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Auxiliary aids and services are available to individuals with disabilities upon request.

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This publication is available at:
http://www.maine.gov/labor/labor_stats/publications/substanceabuse/

Scope

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor, Commerce, Research and Economic Development in accordance with the Maine Substance Abuse Testing Law, Title 26 M.R.S.A. §690. 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.

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. Federal testing programs are regulated by the federal government and are therefore outside the scope of State testing law.

Practice

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.

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 policies are online at: www.maine.gov/labor/labor_laws/substance_abuse_testing.

Each employer with a policy - that has been approved by the Maine Department of Labor - is required to report its testing activities annually in a mandatory 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.

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.

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

Responsible for the licensing of laboratories that Maine employers can use for testing of controlled substances. For a list of approved testing laboratories, contact the Maine Department of Labor.

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

Any employer with more than 20 full-time employees must have a functioning Employee Assistance Program (EAP) prior to testing their employees, as stated in Title 26 M.R.S.A. §683, 1. The EAP must be certified by the Department of Health and Human Services and certification must be renewed every two years.

Results by Type of Test

Applicant Testing

Applicant testing is reserved for individuals who have been offered employment with a company or placed on a roster of eligibility for employment. Testing is conducted before the individual is hired.

Probable Cause

Probable cause testing is conducted where reasonable grounds exist to believe that an existing employee may be under the influence of a substance of abuse.

Random/Arbitrary Testing

Random testing is a method of selection in which all employees have an equal potential of selection by random chance. Arbitrary testing is based on criteria unrelated to substance abuse, such as the anniversary of hire date.

Table 1: Results by Test Type, Maine, 2012

| | Applicant Tests | Applicant Percent Positive | Probable Cause Tests | Probable Cause Percent Positive | Random/Arbitrary Tests | Random/Arbitrary Percent Positive |
|-------------------------------|-----------------|----------------------------|----------------------|---------------------------------|------------------------|-----------------------------------|
| Total Tests | 15,938 | | 20 | | 1271 | |
| Total Invalid Tests | 8 | 0.1% | 0 | 0% | 0 | 0.0% |
| Total Positive Results | 602 | 3.8% | 3 | 15.0% | 30 | 2.4% |
| Cannabinoids | 537 | 3.4% | 2 | 10.0% | 24 | 1.9% |
| Cocaine | 12 | 0.1% | 0 | 0.0% | 1 | 0.1% |
| Amphetamines | 23 | 0.2% | 0 | 0.0% | 2 | 0.2% |
| Opiates | 9 | 0.1% | 1 | 5.0% | 2 | 0.2% |
| Methadone | 6 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Phencyclidine | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Benzodiazepines | 1 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Alcohol | 9 | 0.1% | 1 | 0.0% | 1 | 0.1% |
| Barbiturates | 2 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Methaqualone | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |

Results by Industry

Every company in the State of Maine is assigned an industry code based on the North American Industrial Classification System (NAICS). Table 2 shows testing results for each industry, based on the NAICS of the employer. The services industry conducted the most tests in 2012. The Manufacturing industry had the highest percentage of positive results.

Table 2: Results of All Tests by Industry, Maine, 2012

| <i>Industry</i> | <i>Policies</i> | <i>Test</i> | <i>Positives</i> | <i>Percent Positive</i> |
|--|-----------------|---------------|------------------|-------------------------|
| All Industry | 452 | 16,975 | 628 | 3.7% |
| Construction | 60 | 1,791 | 67 | 3.7% |
| Heavy Construction | 14 | 1,133 | 31 | 2.7% |
| Other Construction | 46 | 658 | 36 | 5.5% |
| Manufacturing | 112 | 3140 | 127 | 4.0% |
| Electronic/Electrical Equipment | 8 | 170 | 15 | 3.0% |
| Plastics and Rubber | 9 | 134 | 4 | 8.8% |
| Food Products | 9 | 182 | 8 | 4.4% |
| Paper Products | 17 | 814 | 22 | 2.7% |
| Wood Products | 23 | 206 | 17 | 8.3% |
| Other Manufacturing | 46 | 1,634 | 61 | 3.7% |
| Other | 6 | 213 | 16 | 7.5% |
| Other | 6 | 213 | 16 | 7.5% |
| Services | 158 | 7,517 | 218 | 2.9% |
| Health Care and Social Assistance | 26 | 2,654 | 16 | 0.6% |
| Professional/Scient/Tech Svcs | 26 | 283 | 7 | 2.5% |
| Other Services | 106 | 4,580 | 195 | 4.3% |
| Trade | 88 | 3,823 | 191 | 5.0% |
| Retail | 41 | 3,186 | 156 | 4.9% |
| Wholesale | 47 | 637 | 35 | 5.5% |
| Transportation and Public Utilities | 28 | 491 | 9 | 1.8% |
| Transportation and Public Utilities | 28 | 491 | 9 | 1.8% |

Results by Substance

Table 3 shows the results of testing in 2012 by substance. Many employers use a common five- panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2012 tests, 3.4 percent of tests had a positive result. Cannabinoids accounted for 87.7 percent of all positive test results.

Table 3: Results of All Tests by Substance, Maine, 2012

| Substance | Employers Testing | Total | Total Positive | Percent Positive | Percent of Positives |
|-----------------------|-------------------|---------------|----------------|------------------|----------------------|
| All Substances | 304 | 17,229 | 634 | 3.7% | |
| Cannabinoids | 303 | 17,121 | 500 | 3.3% | 88.8% |
| Amphetamines | 300 | 17,105 | 25 | 0.1% | 3.9% |
| Opiates | 299 | 17,074 | 12 | 0.1% | 1.9% |
| Cocaine | 297 | 17,035 | 12 | 0.1% | 2.1% |
| Phencyclidine | 293 | 16,142 | 0 | 0.0% | 0.0% |
| Benzodiazepines | 168 | 10,620 | 1 | 0.0% | 0.2% |
| Barbiturates | 165 | 9,793 | 2 | 0.0% | 0.3% |
| Methadone | 153 | 9,175 | 6 | 0.1% | 0.9% |
| Methaqualone | 139 | 8,549 | 0 | 0.0% | 0.0% |
| Alcohol | 41 | 2,374 | 10 | 0.4% | 1.6% |

Controlled Substances and Drug Names:

Cannabinoids:

Hashish*
 Marijuana*
 Tetrahydrocannabinol (THC) *

Depressants:

Barbiturates*
 Benzodiazepines*
 Glutethimide
 Methaqualone*

Hallucinogens:

Amphetamine Variants*
 LSD
 Mescaline and Peyote
 Phencyclidine (PCP, angel dust)*
 Phencyclidine Analogs

Narcotics:

Codeine
 Heroin*
 Hydromorphone
 Meperidine (Pethidine)
 Methadone*
 Morphine*
 Opium*

Stimulants:

Amphetamines*
 Cocaine*
 Methylphenidate
 Phenmetrazine

* Substances currently approved for drug testing under Maine law.

Year-by-Year Results

Regulation of testing for use of controlled substances has been in effect under Maine law since September 30, 1989. Since then results have been collected every year. The number of employers with approved policies has increased steadily since that time. The highest percentage of positive tests was 4.9 percent, occurring in 2007 and 2002. The lowest percent positive was 2.0 percent, occurring in 1993.

Table 4: Yearly Totals, 1990-2012

| Year | Number of Employers w/ Policies | Total Tests | Total Positives | Total Percent Positive | Applicant Tests | Applicant Positives | Applicant Percent Positive | Probable Cause Tests | Probable Cause Positives | Probable Percent Positive | Random Tests | Random Positives | Random Percent Positive |
|------|---------------------------------|-------------|-----------------|------------------------|-----------------|---------------------|----------------------------|----------------------|--------------------------|---------------------------|--------------|------------------|-------------------------|
| 2012 | 452 | 17,229 | 634 | 3.7 | 15,938 | 602 | 3.8 | 20 | 3 | 15.0 | 1,271 | 30 | 2.4 |
| 2011 | 433 | 16,439 | 545 | 3.4 | 15,580 | 532 | 3.4 | 12 | 3 | 25.0 | 847 | 16 | 1.9 |
| 2010 | 433 | 21,388 | 931 | 4.4 | 20,267 | 897 | 4.4 | 39 | 6 | 16.2 | 1,082 | 28 | 2.6 |
| 2009 | 412 | 17,399 | 666 | 3.8 | 16,719 | 631 | 3.8 | 16 | 6 | 37.5 | 664 | 29 | 4.4 |
| 2008 | 384 | 23,437 | 1,086 | 4.7 | 22,477 | 1,045 | 4.7 | 13 | 2 | 15.4 | 947 | 37 | 3.9 |
| 2007 | 350 | 22,641 | 1,110 | 4.9 | 21,700 | 1,076 | 5.0 | 5 | 4 | 80.0 | 936 | 30 | 3.2 |
| 2006 | 325 | 18,112 | 853 | 4.7 | 17,364 | 824 | 4.7 | 18 | 2 | 11.1 | 730 | 27 | 3.7 |
| 2005 | 310 | 17,742 | 749 | 4.2 | 16,876 | 706 | 4.2 | 18 | 9 | 50.0 | 863 | 34 | 3.9 |
| 2004 | 287 | 17,428 | 826 | 4.7 | 16,702 | 803 | 4.8 | 6 | 1 | 16.7 | 720 | 22 | 3.1 |
| 2003 | 271 | 16,129 | 761 | 4.7 | 15,345 | 727 | 4.7 | 29 | 7 | 24.1 | 755 | 27 | 3.6 |
| 2002 | 252 | 13,128 | 642 | 4.9 | 12,595 | 624 | 5.0 | 10 | 0 | 0 | 523 | 18 | 3.4 |
| 2001 | 239 | 16,492 | 730 | 4.4 | 15,947 | 716 | 4.5 | 8 | 1 | 12.5 | 537 | 13 | 2.4 |
| 2000 | 226 | 18,827 | 765 | 4.1 | 18,164 | 748 | 4.1 | 12 | 1 | 8.3 | 651 | 16 | 2.5 |
| 1999 | 200 | 20,725 | 691 | 3.3 | 20,118 | 660 | 3.3 | 9 | 4 | 44.4 | 598 | 27 | 4.5 |
| 1998 | 164 | 11,888 | 352 | 3.0 | 11,459 | 343 | 3.0 | 4 | 0 | 0 | 425 | 9 | 2.1 |
| 1997 | 147 | 13,097 | 392 | 3.0 | 12,616 | 375 | 3.0 | 7 | 1 | 14.3 | 474 | 16 | 3.4 |
| 1996 | 134 | 10,854 | 346 | 3.2 | 10,493 | 330 | 3.1 | 7 | 3 | 42.9 | 354 | 13 | 3.7 |
| 1995 | 116 | 9,708 | 236 | 2.4 | 9,484 | 231 | 2.4 | 11 | 3 | 27.3 | 213 | 2 | 0.9 |
| 1994 | 112 | 7,035 | 211 | 3.0 | 6,818 | 202 | 3.0 | 4 | 1 | 25.0 | 213 | 8 | 3.8 |
| 1993 | 107 | 5,502 | 109 | 2.0 | 5,278 | 101 | 1.9 | 3 | 1 | 33.3 | 221 | 7 | 3.2 |
| 1992 | 90 | 4,837 | 192 | 4.0 | 4,724 | 186 | 3.9 | 1 | 0 | 0 | 112 | 6 | 5.4 |
| 1991 | 75 | 3,289 | 137 | 4.0 | 3,214 | 133 | 4.1 | 0 | 0 | 0 | 75 | 4 | 5.3 |
| 1990 | 47 | 3,643 | 128 | 3.5 | 3,631 | 128 | 3.5 | 0 | 0 | 0 | 12 | 0 | 0 |

Appendix 1 – Employers with approved substance abuse testing policies

| Employer | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|-----------------------------------|--|--|
| @WORK Personnel Services | 7/2/1996 | | |
| 1 Parts, Inc./Carquest | 11/25/1997 | 4/27/1999 | 4/27/1999 |
| A A A of Northern New England, Inc | 10/29/2003 | | |
| A B C Supply Company, Inc | 12/2/2009 | 12/2/2009 | |
| A C S | 6/7/2006 | 6/7/2006 | |
| A V X Tantalum Corp. | 9/27/2000 | | |
| A W S | 2/24/1999 | | |
| Acme-Monaco Corporation | 1/7/2003 | | |
| Acuren Inspection | 10/6/2000 | | |
| ADECCO Employment Services | 8/12/1997 | | |
| Aetna, Inc | 2/16/2000 | | |
| AG World Support Systems, LLC | 3/25/2010 | | |
| Air Temp, Inc | 8/6/2003 | | |
| Alexander & Associates | 1/2/2001 | 4/1/2003 | |
| Allstate Insurance Company | 3/25/1991 | | |
| AMEC Earth & Environmental, Inc | 11/17/2010 | | |
| American Aerial Services, Inc | 5/11/2007 | 3/4/2008 | 3/4/2008 |
| American Industrial Construction, LLC | 4/15/2011 | 6/16/2011 | 6/16/2011 |
| 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 | 2/20/2009 | |
| Applicator Sales & Service, Inc | 2/7/2007 | | |
| Aroostook Medical Center | 11/15/2010 | | |
| ASRC Federal Holding Company | 6/23/2011 | | |
| Associated Grocers of New England Inc, | 5/3/2011 | | |
| Atlantic Pest Solutions | 8/22/2011 | | |
| Atlantic Scaffolding Co. | 12/3/2007 | 4/29/2008 | |
| Atwood Lobster Company | 10/13/2006 | | |
| Auburn, City of | 6/9/1994 | | |
| Automotive Supply Associates, Inc | 12/6/2007 | 12/6/2007 | |
| B & M Baked Beans | 9/4/2002 | | |
| B B I Waste / Blow Bros. | 9/11/2008 | | |
| B J's Wholesale Club, Inc | 6/9/1994 | | |
| Backyard Farms, LLC | 8/15/2006 | | |
| Baileyville Police Dept. | 2/24/1999 | 7/22/2002 | 7/22/2002 |
| Balance Staffing | 5/10/2011 | | |
| Bancroft Contracting Corp | 2/1/1994 | | |
| Bangor Area Visiting Nurses | 12/16/1992 | | |
| Bangor Gas Company | 6/11/2002 | 4/12/2005 | |
| Bangor Hydro Electric Company | 12/23/2009 | | |
| Bangor International Airport | 10/26/2005 | 10/26/2005 | 10/26/2005 |
| Bank of America Child Development Center | 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 | | |
| Beacon Partners | 10/26/2012 | | |
| Best Buy Stores LP | 12/16/1998 | | |
| Best Employment Services | 3/21/2012 | | |
| Biddeford Internet Corporation | 8/11/2005 | | |
| Big Brothers Big Sisters | 6/28/2010 | | |
| Black Bear Development, LLC | | | |
| Blake Equipment Company | 12/21/1998 | 12/21/1998 | |
| Bob's Discount Furniture of Massachusetts | 3/11/2004 | | |
| Boise Structural Solutions | 6/3/2009 | 10/5/2009 | |
| Bonney Staffing Center | 1/2/2003 | | |

Appendix 1 – Employers with approved substance abuse testing policies

| Employer | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|-----------------------------------|--|--|
| Brewer Housing Authority | 9/11/2008 | | |
| Brewer, City of | 12/12/2000 | | |
| Brockway-Smith | 1/28/2003 | | |
| C C B, Inc | 6/2/1998 | | |
| C C I Systems, Inc | 6/21/2002 | 6/21/2002 | 6/21/2002 |
| C E C Entertainment | 2/10/2009 | | |
| C P M Constructors | 5/9/2007 | | |
| C. N. Brown Company | 6/6/2001 | | |
| Cabela's Retail, Inc | 1/15/2008 | | |
| Calais, City of | 6/3/2003 | | |
| Calpine Westbrook Energy Center | 10/18/1999 | | |
| Capital Area Staffing Solutions | 9/7/2006 | | |
| Carbonite | 12/8/2011 | | |
| Cascades Auburn Fiber | 8/8/2007 | 8/16/2006 | |
| Casella Waste Systems, Inc | 12/16/1998 | | |
| Casey Industrial, Inc | 4/10/2007 | | |
| CCH Small Firm Services | 11/19/2008 | | |
| Central Maine Conditioning Clinic, Inc | 3/1/2011 | 6/15/2011 | |
| Central Maine FCU | 3/26/2009 | | |
| Central Maine Power | 10/18/1990 | | |
| CES, Inc | | 3/31/2010 | 3/31/2010 |
| Chadwick BaRoss, Inc | 7/21/1993 | | |
| Cianbro Corporation | 2/27/1990 | 2/27/1990 | 2/27/1990 |
| Cives Steel Company | 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 | | |
| Community Pharmacies LP | 2/28/2011 | | |
| Consigli Construction Company | 6/30/2008 | | |
| Contech Construction Product, Inc | 6/17/2006 | | |
| Contemporary Staffing Solutions | 8/12/2009 | | |
| Corinth Wood Pellets, LLC | 1/26/2007 | | |
| Corning, Inc | 9/19/2001 | | |
| Correct Care Solutions | 6/4/2012 | 8/9/2012 | 8/9/2012 |
| CoWorx Staffing Services, LLC | 3/14/2007 | | |
| CPRC Group | 4/3/2006 | | |
| CRI-SIL, LLC | 10/24/2000 | | |
| Crystal Clear Communication | 4/16/2009 | | |
| Cummins Northeast, LLC | | | |
| D & G Machine Products, Inc | 7/31/1991 | | |
| D. L. Thurrott Air | 1/28/2002 | | |
| Dahl-Chase Diagnostic Services | 4/25/2011 | | |
| Damon Mechanical Services | 4/13/2005 | | |
| Danforth Habilitation | 5/28/2008 | | |
| Darden Restaurants, Inc | 1/16/2012 | 9/17/1999 | |
| Davey Tree Expert Company | 10/24/2008 | 10/24/2008 | 10/24/2008 |
| Dennis Paper & Food Service | 12/24/1991 | | |
| Designtex | 10/12/2011 | | |
| Dingley Press | 8/5/2006 | | |
| Diver Down Underwater Services | 12/4/2001 | | |
| Doherty Employment Group | 11/15/2007 | 11/15/2007 | |
| Down East Toyota-Scion-Buick | 2/9/2000 | | |
| Dragon Products | 6/7/2007 | 5/19/2011 | |
| Ducktrap River of Maine | 12/28/1998 | | |
| Duratherm Window Corporation | 10/8/2003 | | |

Appendix 1 – Employers with approved substance abuse testing policies

| Employer | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|-----------------------------------|--|--|
| Dysarts Service | 6/28/2010 | | |
| E. S. Boulous Company | 6/2/1998 | | |
| Eastern Fire Protection/Eastern Sprinkler Services | 10/8/2003 | | |
| Eastern Maine Healthcare | 1/15/1991 | | |
| Eaton Electrical, Inc | 9/2/1999 | | |
| Ed Hodsdon Masonry | 4/29/2008 | | |
| Edward D Jones & Co. | 3/23/2012 | | |
| Electronic Mobility Controls | 3/31/2010 | | |
| Ellen M. Leach Memorial Home | 6/21/2012 | | |
| Ellsworth Builders Supply, Inc | 9/25/1990 | | |
| Elmet Technologies | 10/4/1990 | | |
| Emery-Waterhouse | 4/8/1998 | | |
| Energy & Resource Solutions | 9/17/2012 | 9/17/2012 | |
| Energy East Management Corp. | 7/7/2003 | | |
| Enterprise Engineering, Inc | 9/10/2002 | 10/16/2002 | 10/16/2002 |
| Enterprise Trenchless Technologies | 5/21/2010 | | |
| Enviro Mats, Inc | 3/22/2011 | | |
| Environmental Projects, Inc | 6/30/2008 | | |
| ESOCO Orrington, Inc | 6/3/1992 | | |
| Etna, Town of | 2/19/2009 | 2/19/2009 | 2/19/2009 |
| Everett J. Prescott | 2/25/2000 | | |
| Evonik Cyro, LLC | 7/24/1990 | | |
| Express Personnel Services | 10/12/2006 | | |
| F M C Corp. | 3/22/1990 | 5/18/1993 | 5/18/1993 |
| F P L Energy Maine Operating Services, LLC | 6/23/2000 | | |
| F.A. Peabody Company | | | 6/21/2012 |
| FairPoint Communications | 10/5/1994 | 10/5/1994 | 10/5/1994 |
| Federal Marine Terminals, Inc | 3/25/2009 | 3/25/2009 | 3/25/2009 |
| Federal Program Integrators, LLC | 8/4/2010 | | |
| Fiber Materials, Inc | 6/27/1990 | | |
| First Protection Services, Inc | 2/18/2004 | 5/13/2008 | 9/16/2009 |
| Fisher Engineering | 2/23/2012 | 3/5/2012 | |
| Flemish Master Weavers | 11/21/1990 | | |
| Forest Avenue Veterinary Hospital | 9/15/2009 | | |
| Formed Fiber Technologies, Inc | 12/12/2000 | | |
| Formtek, Inc | 4/23/2004 | | |
| Fraser Papers Ltd. | 4/15/1994 | | 9/23/1998 |
| Fraser Timber Ltd. | 8/10/2007 | 8/10/2007 | |
| Fresenius Medical Care | 4/22/2011 | | |
| Fulghum Fibres, Inc | 10/8/1997 | 12/12/2007 | 12/12/2007 |
| Fuller Marine | 5/7/2009 | 5/7/2009 | 5/7/2009 |
| G A C Chemical Corporation | 8/19/2005 | | |
| Gagne & Son Concrete Blocks, Inc | 3/12/2004 | | |
| Ganneston Construction Corporation | 1/14/2009 | | |
| Garelick Farms of Maine | 5/20/1998 | | |
| General Dynamics ATP | 2/28/1990 | 8/7/1991 | 6/16/1993 |
| General Electric (Auburn) | 10/18/1990 | | |
| General Electric (Bangor) | 5/24/1990 | 8/31/2011 | 8/31/2011 |
| General Electric Power & Water | | 3/20/2012 | 3/20/2012 |
| Genplex, Inc | 9/15/2009 | | |
| Genuine Parts Company | 9/27/2005 | 10/14/2005 | |
| Giroux Oil Service Company | 11/3/2004 | | |
| Global Environmental Solutions, Inc | 1/28/2011 | | |
| Gorham Sand & Gravel | 6/21/2010 | | |
| Grainger Industrial Supply | 5/30/2000 | | |
| Great Falls Construction | 11/17/2006 | | |
| Griffin Greenhouse and Nursery | | 6/13/2012 | |

Appendix 1 – Employers with approved substance abuse testing policies

| Employer | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|-----------------------------------|--|--|
| Guardian Pharmacy, LLC | 6/4/2010 | | |
| Guardsmark, LLC | 12/5/1996 | | |
| Gulf Oil Limited Partnership | 8/12/2008 | 8/12/2008 | 8/12/2008 |
| H M S Host International | 1/5/1996 | | |
| H P Hood, LLC | 5/15/2003 | | |
| H. Finkleman Co. - Schnitzer NorthEast | 4/5/2007 | | |
| Hale Trailer Brake & Wheel, Inc | 8/6/2003 | | |
| Haley's Metal Shop | 1/8/2004 | 5/9/2007 | |
| Hamlin Inc., Process Pipng | | | 6/15/2012 |
| Hampden Department of Public Safety | 1/27/1999 | | |
| Hancock Lumber | 4/29/1991 | | |
| Hanger, Inc. | 3/3/2010 | | |
| Hannaford Brothers Distribution Center | 5/18/1993 | 7/25/2000 | 10/1/1996 |
| Harbor Technologies LLC | 9/20/2012 | | |
| Haskell Lumber | 6/1/2007 | | |
| Hawkeye, LLC | 2/3/2010 | | |
| Hertz Corporation, The | 6/11/2002 | | |
| Hinckley Co., LLC, The | 9/4/2002 | | |
| Hollywood Slots at Bangor | 6/29/2005 | 4/27/2007 | |
| Home Depot | 11/1/1996 | | |
| Horizon Solutions, LLC | 12/15/2010 | | |
| Hostess Brands | 1/3/1992 | | |
| Houlton Police Department | 10/19/2007 | | |
| Huber Engineered Woods, LLC | 4/29/1991 | 4/29/1991 | |
| Huhtamaki | 7/24/1990 | 7/30/1999 | |
| Hussey Seating Company | 12/24/1990 | | |
| Huttig Building Products | 1/14/2009 | 1/14/2009 | 1/14/2009 |
| ICON Connections, Inc | 3/17/2009 | | |
| Idearc Media Corp. | 5/25/2008 | | |
| IFCO Systems North America | 2/3/2012 | | |
| Ikon Office Solutions, Inc | 2/24/1999 | | |
| Imerys/Americarb, Inc | 7/14/2000 | | |
| INFAB Refractories | 7/22/1993 | | |
| Innovative Distribution Services | 9/1/2000 | | |
| Insurance Services Office, Inc | 10/31/2008 | | |
| Irving Forest Products (Dixfield Sawmill) | 3/1/2010 | 7/14/2010 | |
| Irving Woodlands, LLC | 4/12/2011 | | |
| Jagger Brothers, Inc | 5/14/2001 | | |
| Jean's Waterproofing, Inc | 7/8/2004 | | |
| Johns Manville (Lewiston) | 1/21/1997 | | |
| Johnson & Jordan, Inc | 3/11/2005 | | |
| Johnson Outdoors Watercraft, Inc | 2/25/2003 | 2/25/2003 | |
| Jotul North America | 6/4/2010 | | |
| Kassbohrer All Terrain Vehicles, Inc | 10/24/2000 | | |
| Katahdin Forest Products/Cedar Ideas | 1/18/2005 | 1/18/2005 | |
| KBR, Inc. | 4/29/1991 | 2/22/1999 | 2/22/1999 |
| Keeley Crane Service | 6/30/2008 | | |
| Kelly Services, Inc | 1/30/2003 | | |
| Kelsey's Appliance Village | | | 7/12/2011 |
| Kennebunkport Police Department | 3/28/2002 | | |
| KidsPeace National Centers of New England | 5/5/2000 | | |
| Kohl's Department Stores | 8/4/2004 | | |
| Kris-Way Truck Leasing, Inc | 2/11/2009 | | |
| L & B Electrical Contractors, Inc | 2/25/2003 | | |
| L K Q Gorham Auto Parts, Inc | 12/6/2004 | 8/17/2005 | |
| L M S Intellibound, Inc | 2/8/2004 | | |
| Lane Construction Corp., The | 12/16/1992 | 4/11/2012 | 4/11/2012 |
| Layne Christensen Company | 5/30/2012 | | |

Appendix 1 – Employers with approved substance abuse testing policies

| Employer | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|-----------------------------------|--|--|
| Lewiston, City of | 4/8/2008 | | |
| Lincare, Inc | 2/9/2000 | | |
| Lincoln Paper and Tissue, LLC | 1/12/2005 | | |
| Lohmann Animal Health International | 12/4/2001 | | |
| Lonza Rockland | 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 | | |
| M B Bark | 4/3/2006 | | |
| Madison Paper Industries | 4/19/1990 | | |
| Maine Business Services | 4/30/2002 | | |
| Maine Distributors | 5/2/2007 | | |
| Maine Drilling and Blasting | 9/9/1999 | | |
| Maine Medical Center | 9/25/2008 | | |
| Maine Medical Partners | 6/8/2010 | | |
| Maine Organic Therapy | 5/31/2011 | 5/31/2011 | 5/31/2011 |
| Maine Plastics | 7/21/2000 | | |
| Maine Public Service | 6/13/1990 | | |
| Maine Veteran's Homes | 9/10/2009 | | |
| Maine Woods Company, LLC | 4/21/1999 | | |
| Mainely Vinyl, Inc | 9/21/1998 | | |
| MaineToday Media, Inc | 8/24/2005 | | |
| 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 | | |
| Max Finkelstein, Inc | 5/21/2009 | | |
| McCain Foods USA, Inc | 2/24/1992 | 4/28/1998 | 4/28/1998 |
| McHale & Associates, Inc | 12/31/2009 | 12/31/2009 | 2/18/2010 |
| Medical Staffing Network | 3/28/2002 | | |
| Mercy Hospital | 11/20/2008 | | |
| Messer Truck Equipment | 4/23/2012 | | |
| Met Life | 6/3/2009 | | |
| Metz Culinary Management | 1/22/2013 | | |
| Mexico Water District | 10/29/2003 | 10/29/2003 | |
| Microdyne Outsourcing, Inc | 7/9/2010 | | |
| Mid Coast Health Services | 6/7/2012 | | |
| 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 | 8/2/2005 | | |
| Modern Pest Services | 11/17/2006 | | |
| Montreal, Maine & Atlantic Railway | 6/19/1998 | | |
| Morin Brick Company | 6/15/2010 | | |
| Mount Hope Cemetery Corporation | 4/15/1995 | | |
| Mountain Ltd | 9/12/2012 | 9/12/2012 | |
| Mr. Signs, Inc | 10/22/2007 | 10/22/2007 | |
| Multiband | 9/15/2005 | | |
| MYR Group, Inc | 2/4/2011 | 5/4/2011 | |
| N R F Distributors, Inc | 6/30/2004 | | |
| Nadeau's Refrigeration | 7/23/2009 | | |
| Nappi Distributors | 3/29/2010 | | |
| Naturally Potatoes | 11/18/2005 | 8/7/2007 | |
| NDC Communications | 12/5/2012 | | |
| Netflix, Inc | 6/15/2007 | 6/15/2007 | 10/10/2007 |
| New England Insulation | 4/29/1999 | | |
| New England Rehab Hospital of Portland | 10/20/1997 | | |
| New England Truck Tire Centers, Inc | 4/8/2004 | | |

Appendix 1 – Employers with approved substance abuse testing policies

| Employer | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|-----------------------------------|--|--|
| New York Life Insurance Company | 3/28/2002 | | |
| NewPage Corporation | 3/19/1990 | 10/25/1990 | 10/25/1990 |
| Newport, Town of | 11/8/2006 | | |
| Nichols Portland (div Parker Hannifin) | 12/22/1998 | | |
| North American Industrial Services | 4/7/2009 | | |
| North East Mobile Health Services | 1/1/2009 | | |
| North Woods Contracting | 1/28/2011 | | |
| Northeast Airmotive | 9/18/2001 | | |
| Northeast Cardiology Associates | 11/3/2005 | | |
| Northeastern Environmental Services | 7/21/2000 | | |
| Northeastern Log Homes, Inc | 4/21/2000 | | |
| Northern Pride Communications, Inc | 6/13/2011 | 6/13/2011 | |
| Nortrax | 9/11/2002 | | |
| Norway Water District | 11/8/2006 | | |
| Norway-Paris Solid Waste, Inc | 7/7/2004 | | |
| Oakhurst Dairy | 2/28/1990 | | |
| Ocean Farm Technologies | 5/3/2012 | | |
| Ocean State Job Lot | 4/27/2006 | | |
| O'Connor Constructors, Inc | 7/9/1999 | | |
| Oldcastle Lawn & Garden North | 2/9/2012 | | |
| Omnicare Pharmacy of Maine | 3/29/2002 | 12/3/2003 | 12/3/2003 |
| OTT Communications | 12/31/2003 | 12/3/2007 | 12/3/2007 |
| Owens Corning Composites, LLC | 7/9/1999 | | |
| Oxford Networks | 12/3/2003 | 9/27/2006 | 9/27/2006 |
| P F G Northcenter | 9/19/1990 | | |
| P S C Industrial Outsourcing | 11/10/1993 | | 11/16/1998 |
| PAGEmployment | 6/4/2004 | | |
| Panolam Industries International | 9/19/1990 | | |
| Paradigm Window Solutions | 4/16/2009 | | |
| Parkview Adventist Medical Center | | 11/17/2006 | |
| Pathways, Inc | 1/7/2011 | | 4/20/2011 |
| Patriot Insurance Company | 2/1/2008 | | |
| Paul G. White Tile Company | 7/21/1993 | | |
| Paychex | 6/15/2007 | 7/23/2008 | |
| Peer Technical Group, LLC | 7/15/2011 | | |
| Pegasus Cleaning Corp. | 2/15/2007 | | |
| PenBay Healthcare & Affiliates | 5/2/2007 | | |
| Penobscot County Sheriff's Office | 8/11/1998 | | |
| Penobscot Job Corps Center | 11/8/2006 | | |
| Penobscot Regional Communications Center | 1/27/1999 | | |
| Pepsi Bottling Group, The | 12/29/1992 | 10/10/2007 | |
| Perma Treat Corporation | 3/13/2001 | | |
| Phoenix Houses of New England | 3/19/2009 | | |
| Pike Industries, Inc | 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 | 10/15/1998 | | |
| PM Construction | 2/24/2012 | | |
| Poland Spring Bottling Co. | 6/8/1999 | | |
| Portage Wood Products, LLC | 9/29/2006 | | |
| Portland Fish Exchange, Inc | 6/3/2003 | | |
| Portland Water District | 9/4/2002 | | |
| Pratt & Whitney Aircraft Group | 6/22/1990 | 6/22/1990 | |
| Pro Search, Inc | 10/24/2007 | | |
| Procter and Gamble Tambrands, Inc | 1/13/1999 | | |
| Progressive Distributors, Inc | 5/18/1993 | | |
| Project Staffing, Inc | 12/23/2005 | | |

Appendix 1 – Employers with approved substance abuse testing policies

| Employer | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|-----------------------------------|--|--|
| Protection Response Center LLC | 9/20/2012 | | |
| Prudential Financial | 11/1/2005 | | |
| QuantumClean | 3/21/2012 | | |
| R J Grondin & Sons | 6/16/2010 | | |
| R T S Packaging, LLC | 7/14/2011 | 10/5/2011 | |
| Radiodetection Corporation | 9/5/2003 | | |
| RailWorks Corporation | 4/16/2008 | | |
| Ransom Environmental Consultants | 9/11/2008 | 9/11/2008 | 9/11/2008 |
| Reed & Reed, Inc | 6/25/1992 | 5/9/2007 | 5/9/2007 |
| ReEnergy Biomass Operations | 5/14/2008 | 5/14/2008 | |
| Re-Harvest, Inc/Harvest Hill Farms | 5/28/2008 | | |
| Remedy Compassion Center | 1/3/2011 | 1/3/2011 | |
| Resource Real Estate Management, Inc | 7/9/2009 | | |
| RN Network | 11/30/2012 | | |
| 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 X C Health Solutions Corporation | 8/9/2010 | | |
| Safe Alternatives | 5/13/2011 | | |
| Sanborn Head & Associates, Inc | | 6/6/2011 | 6/6/2011 |
| Sappi Fine Paper (Somerset) | 5/28/1991 | 12/30/1993 | |
| Sappi Fine Paper (Westbrook) | 4/29/1991 | 12/30/1993 | |
| Sargent Corporation | 4/17/1996 | | |
| Savage Safe Handling, Inc | 5/10/2007 | 3/31/2008 | 3/31/2008 |
| Savings Bank of Maine | 1/13/2011 | | |
| SBM Site Services, LLC | 6/16/2009 | | |
| Scarborough, Town of | 2/25/2003 | | |
| Scholastic Book Fairs | 5/2/2001 | 5/2/2001 | 5/2/2001 |
| Scooter Store, The | 10/26/2005 | | |
| Seaboard Security | 9/15/2004 | 2/19/2008 | 2/19/2008 |
| Securitas Security Services U S A | 9/15/2004 | | |
| Security Shredding, Inc | 1/4/2010 | 1/4/2010 | 5/14/2010 |
| Shaw's Supermarkets, Inc, Wells Distribution Ctr. | 6/10/2000 | 10/9/2008 | |
| Shaw's Supermarkets/Stores Only | 11/18/2005 | | |
| Sigco, Inc | 11/29/2007 | | |
| Silvers Auto Parts, Inc | 6/9/2011 | | |
| Sisters of Charity Health System | 7/19/1995 | | |
| Skowhegan, Town of | 8/28/1998 | | |
| Smith & Wesson Corporation | 3/27/2003 | | |
| Sodexo America, LLC | 3/3/2008 | | |
| Somic America | 9/17/1999 | | |
| Sonoco Products Company | 7/31/1991 | | |
| South Portland, City of | 11/7/2006 | | |
| Specialty Minerals, Inc | 4/6/1996 | 4/3/1997 | |
| Spiller's | 10/16/2009 | | |
| Sprague Energy Corporation | 4/13/1995 | | |
| Springborn Staffing/Industrial Staffing | 11/15/2005 | | |
| Spudnik Equipment Company LLC | 8/16/2005 | | |
| SPX Communications Technology | 7/9/1999 | | |
| SPX Cooling Technologies | 2/24/2009 | | |
| Staff Management | 1/20/2004 | | |
| Standard Waterproofing, Inc | 4/13/1998 | 5/17/2011 | |
| Standard, The | 3/25/2003 | | |
| Station Class Constructors, Inc | 1/26/2001 | 2/6/2001 | 2/6/2001 |
| Steam Turbine Services, Inc | 2/18/2010 | | |
| Sullivan & Merritt, Inc | 5/18/1993 | | |
| Sustainable Forest Technologies, Inc | 7/2/2008 | | |

Appendix 1 – Employers with approved substance abuse testing policies

| Employer | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--------------------------------------|-----------------------------------|--|--|
| T D Bank NA | 6/5/2009 | | |
| T P D Construction Co., Inc. | | 2/28/2012 | |
| Target Corporation | 7/9/2001 | | |
| Tate & Lyle Ingredients America, Inc | 5/2/2008 | | |
| Techguard Security, LLC | 10/29/2012 | | |
| Tempo Employment Services | 3/3/2008 | | |
| Texas Instruments | 12/22/1999 | | |
| The Townsend Corp | | | |
| Time Warner Cable | 1/20/2004 | | |
| Titan Machine Products | 9/9/2009 | | |
| Tracer Construction | 3/19/2009 | | |
| Trans-Tech Industries, Inc | 9/27/2000 | | |
| Trask-Decrow Machinery, Inc | 7/2/2008 | | |
| Travelers | 7/24/1990 | | |
| Tri-State Staffing Solutions | 7/6/2012 | | |
| True North Hotel Group | 5/11/2009 | | |
| True Textiles, Inc | 1/26/1999 | | |
| Turbine Generator Maintenance, Inc | | | |
| U B S Financial Services, Inc | 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 |
| Unlimited Pipeline Services | | | 7/31/2012 |
| UTC Fire & Security | 5/1/2003 | | |
| Utility Shared Services | 3/3/2008 | | |
| V.I.P., Inc. | 10/4/2011 | | |
| Valley National Gases WV, LLC | 12/20/2007 | | |
| Vermont Mutual Insurance Group | 5/25/2011 | | |
| Verso Paper (Androscoggin Mill) | 11/5/1990 | 6/9/1994 | |
| Verso Paper (Bucksport Mill) | 3/23/1990 | 9/19/2001 | 9/19/2001 |
| Vescom Corporation | 5/18/1993 | | |
| Vestas-American Wind Technology | 7/9/2010 | | |
| VingTech Corporation | 11/16/2007 | | |
| Volk Packaging Corporation | 8/17/2006 | | |
| VOLT Workforce Solutions | 2/17/2012 | | |
| W G M E, Inc | 1/29/2008 | | |
| WahlcoMetroflex, Inc | 12/4/2008 | 12/4/2008 | 12/4/2008 |
| Waldron Group of Companies | 2/7/2007 | | |
| Walgreen Co. | 4/22/2010 | | |
| Wal-Mart Stores, Inc | 3/31/1998 | | |
| Walpole Woodworkers, Inc | 2/12/2001 | | |
| Watts FluidAir (div Parker Hannifin) | 6/24/1997 | | |
| Webber Oil Company | 4/17/1996 | | |
| Wellness Connection of Maine | 2/29/2012 | | |
| Windward Petroleum | 1/16/2008 | | |
| Wise Business Forms, Inc | 6/3/2003 | | |
| Woodard & Curran, Inc | 9/8/2010 | | |
| Woodland Pulp, LLC | 7/31/1991 | 6/22/2001 | |
| Wright-Pierce | 2/28/2012 | | |
| Wright-Ryan Construction, Inc | 2/24/2005 | | |
| Wyman & Simpson, Inc | 5/18/1993 | | |
| XPEDX | 7/21/1993 | | |
| Xpress Natural Gas | 2/12/2012 | 1/16/2013 | 1/16/2013 |
| Zampell Refractories, Inc | 12/30/1993 | 12/30/1993 | 12/30/1993 |