**Substance**

**Abuse**

**Testing**

**Report**

**2009**

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Bureau of Labor Standards

Maine Department of Labor

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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

* **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-five of the 66 required EAPs were certified for 2009. 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 2009, the Maine Department of Labor (MDOL) received 53 individual substance abuse testing policy submissions for review. In addition, there were 3 pending at the end of 2008. MDOL staff completed all 56 reviews. There were no policies reviews pending as of December 31, 2009 (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 56

 Reviews completed56

 Reviews Pending0

#### 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. The survey materials are mailed to employers with approved policies on the first day of December.

##### Job Applicant Testing

The reported number (16719) of job applicant tests conducted in 2009 decreased by 25.6% from 2008. In 2009, 3.8% of the job applicant tests conducted had positive results, compared to 4.7% in 2008. Cannabinoids (96.8% of positives), methaqualone (8.6%), amphetamines (4.3%), and cocaine (3.8%) were the most frequently identified substances. Other identified substances included benzodiazepines (1.4%), opiates (1.4%), and methadone(1.0%). Alcohol, barbiturates and phencyclidine 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**

 **As Percent As Percent of**

 **Tests of Applicant Tests Applicant Positive**

**Total Job Applicant Tests 16,719 100.0**

**Total Invalid Tests 12 0.2**

**Total Tests with a positive**

 **result for 1 or more**

 **substances.\*** **631** **3.8** **100.0**

 Cannabinoids 611 3.7 96.8

 Methaqualone 54 0.3 8.6

 Amphetamines 27 0.2 4.3

 Cocaine 24 1.1 3.8

 Benzodiazepines 9 0.1 1.4

 Opiates 9 0.1 1.4

 Methadone 6 -.- 1.0

 Alcohol 5 -.- 0.3

 Barbiturates 0 -.- -.- Phencyclidine 0 -.- -.-

\*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 2000 to 2009.

**Figure 1**

The graph below indicates the number of positive tests for job applicants from 2000 to 2009.

**Figure 2**

The following graph shows the percentage of positive tests for job applicants each year from 2000 to 2009.

**Figure 3**

***Employee Testing***

A total of 680 employee tests were conducted in 2009 with 35 positive results. Sixteen of the tests were for probable cause. Of these, there were 6 confirmed positives. All 6 were for cannabinoids. The following graph illustrates the number of probable cause tests done and the number of positives for the years 2000 through 2009.

**Figure 4**

Random or arbitrary testing accounted for 664 of the employee tests. Of these, 29 (4.4%) were confirmed positive for one or more substances, 25 (86.2% of positives) for cannabinoids, 10 (34.5%) for methadone, 3 (10.3%) for cocaine, 2 (6.9%) for alcohol, and 1 (3.4%) for amphetamines. The following graph shows the trend for random and arbitrary tests for the years 2000 through 2009.

**Figure 5**

*\* Counts shown below graph.*

#### SECTION V

Analysis of All Results (Applicants & Employees)

A total of 17,399 tests were reported in 2009. The Service industry had the most substance abuse testing policies and conducted 6,313 tests, with 2.7% positive. The wholesale and retail trade industry conducted 6,485 tests, with 4.8% positive. The manufacturing industry conducted 2,304 tests, with 3.2% positive. The construction industry conducted 1,680 tests, with 4.6% positive. Transportation and public utilities conducted 319 tests with 3.1% positive tests. (See Table 3).

**Table 3**

**Results of All Tests Under**

**Approved Policies, by Industry**

**Maine, 2009**

 **Number of Number of Number of Percent**

 **Industry Policies Tests Positives Positive**

**All Industries 412 17,399 666 3.8**

**Construction 54 1,680 78 4.6**

 Heavy Construction 12 666 15 2.3

 Other Construction 42 1,014 63 6.2

**Manufacturing 117 2,304 74 3.2**

 Electronic/Electrical Equipment 8 84 3 3.6

 Food Products 9 408 11 2.7

 Plastics/Rubber 10 16 3 18.8

 Paper Products 18 638 20 3.1

 Wood Products 22 183 12 6.6

 Other Manufacturing 50 975 25 2.6

**Transportation and Public Utilities 26 319 10 3.1**

**Trade 71 6,485 313 4.8**

 Retail 33 6,046 278 4.6

 Wholesale 38 439 35 8.0

**Services 131 6,313 169 2.7**

 Healthcare and Social Assistance 13 102 2 1.3

 Professional/Tech/Scientific Srvcs. 19 2,491 22 0.9

Other Services 99 3,720 145 3.9

**Other 13 298 22 7.4**

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 and amphetamines. The substance least tested for is alcohol. Only 48 of the 269 companies who reported testing in 2009 included alcohol in their drug-testing panel. Of all the tests conducted during 2009, 3.8% were positive for one or more substances. The highest percentage of positives for an individual substance was 3.7%, for cannabinoids, which accounted for 96.2% of all positives. (See Table 4).

**Table 4**

**Results of All Tests Under**

**Approved Policies, by Specific**

**Controlled Substance**

 **Maine 2009**

**(ordered by percent positive)**

 **Employers Total Tests**

 **Testing Total w/1 or more Percent Percent of**

 **Substance During Year Tests Positives Positive\* Positives**

 **All Substances \*\*269 17,399 \*\*666 3.8**

 Cannabinoids 269 17,153 641 3.7 96.2

 Methadone 110 5,250 15 0.3 2.3

 Alcohol 48 1,739 4 0.2 0.6

 Amphetamines 263 16,938 27 0.2 4.1

 Cocaine 272 17,021 27 0.2 4.1

 Benzodiazepines 123 6,363 8 0.1 1.2

 Opiates 266 16,497 9 0.1 1.4

 Barbiturates 126 6,785 0 -.- -.-

 Methaqualone 95 4,851 1 -.- -.-

 Phencyclidine 258 15,812 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 2000 through 2009. The number of employers with approved policies has increased from 226 in 2000 to 412 in 2009. The total number of tests given has decrease for the first time since 2004. The percentage of positive tests has fluctuated, with the lowest (3.8%) in 2009 and the highest (4.9%) in 2002 and again in 2007. Positive results for job applicant testing were lowest (3.8%) in 2009 and highest (5.0%) in 2002 and 2007. The percentage of positive random tests was lowest (2.4%) in 2001 and highest (4.4%) in 2009.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*Substance Abuse Testing Report 2009*

*Maine Department of Labor* -8- *Bureau of Labor Standards*

### Table 5

**Yearly Totals by Type of Test**

**Applicants/Employees**

**2000-2009**

 Number of Probable Probable

 Employers Total Total Percent Applicant Applicant Percent Cause Cause Percent Random Random Percent

Year w/ Policies Tests Positives Positive Tests Positives Positive Tests Positives Positive Tests Positives Positive

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 -.- 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

-.- *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**

**2000 - 2009 (Cumulative)**

 Number of As % of As % of

 Tests All Tests Positives

 **Total Tests 181,350 100.0**

 **Total Tests with a**

 **positive result for 1**

 **or more substances** \***8,188** **4.5**

 Cannabinoids 7,023 3.9 85.8

 Cocaine 542 0.3 6.6

 Opiates 188 0.1 2.3

 Amphetamines 211 0.1 2.6

 Benzodiazepines 113 0.1 1.4

 Alcohol 61 -.- 0.7

 Methadone 81 -.- 1.0

 Barbiturates 60 -.- 0.7

 Phencyclidines 28 -.- 0.3

 Methaqualone 1 -.- -.-

 **Invalid Tests 276 0.2**

 *\*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 2009, the Maine Department of Labor reviewed 56 substance abuse testing applications. Of those reviewed, all were completed and none were pending at year’s end. As of December 31, 2009 a total of 412 approved policies were in force.

The Department of Labor surveyed 412 employers with approved policies for this report. Six failed to respond in time to be included in this report. The 2009 survey reported that 16,719 job applicants had been tested, with 631 (3.8%) confirmed positive tests. There were 16 employee probable cause tests, with 6 (37.5%) reported as positive and 664 employee random or arbitrary tests, with 29 (4.4%) positives reported.

A A A of Northern New England, Inc. 10/29/2003

 *Maine Automobile Association*

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 2/24/1999

 *Alternative Warehouse Services, Inc.*

Acme-Monaco Corporation 1/7/2003

Acuren Inspection 10/6/2000

 *Longview Inspections*

ADECCO Employment Services 8/12/1997

 *Olsten Staffing Services*

Aetna Inc. 2/16/2000

 *Aetna Life Insurance Company*

AIMCO 4/30/2001

 *Apartment Investment and Management Company*

Air Temp Mechanical Contractors 8/6/2003

 *Air Temp, Inc.*

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) 2/10/1998 10/20/1997 2/10/1998

 *fmr Pleasants Hardware Company*

Associated Grocers of Maine 5/1/2003 5/15/2004

Atlantic Industrial Co. 12/3/2007

 *former North Atlantic Scaffolding*

Atlantic Salmon of Maine LLC 5/5/2000

 *Cooke Aquaculture, Phoenix Salmon US, Inc.*

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 9/4/2002

 *B & G Foods, Inc.*

B B I Waste / Blow Bros. 9/11/2008

B J's Wholesale Club, Inc. 6/9/1994

Backyard Farms, LLC 8/15/2006

 *U. S. Functional Foods, LLC*

Baileyville Police Dept. 2/24/1999 7/22/2002 7/22/2002

Bancroft Contracting Corp 2/1/1994

Bangor Area Visiting Nurses 12/16/1992

 *Eastern Maine HomeCare*

Bangor Gas Company 6/11/2002 4/12/2005

Bangor International Airport 10/26/2005 10/26/2005 10/26/2005

Bangor Mall, LLC 4/13/1995

 *fmr Kravco Simon*

Bank of America Child Development Center 4/30/2002

 *Bright Horizons Family Solutions*

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 8/11/2005

 *dba GWI (Great Works Internet)*

Blake Equipment Company 12/21/1998 12/21/1998

 *Northeast Mechanical Corporation.*

Bob's Discount Furniture of Massachusetts 3/11/2004

 *Bob's Discount Furniture, Inc.*

Bonney Staffing Center 1/2/2003

 *Bonney Staffing & Training Centers*

Boralex 5/14/2008 5/14/2008

Brewer Automotive Components 9/17/1999

 *B A C, Inc.*

Brewer, City of 12/12/2000

Brewer Housing Authority 9/11/2008

Brockway-Smith 1/28/2003

C C B, Inc. 6/2/1998

 *fmr K C S, Inc.*

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 4/3/2006

 *M B Bark*

C. N. Brown Company 6/6/2001

Cabela’s Retail, Inc. 1/15/2008

Calais, City of 6/3/2003

Calpine Corporation 10/18/1999

 *fmr Energy Management Inc.*

Capital Area Staffing Solutions 9/7/2006

Career Systems Development Corp. 11/8/2006

 *Penobscot Job Corps Center*

Cascades Auburn Fiber 8/8/2007 8/16/2006

Casella Waste Systems Inc. 12/16/1998

 *Sawyer Environmental Services*

Casey Industrial, Inc. 4/10/2007

Cates & Associates 4/13/2005

Cates Technical Agency, Inc. 4/13/2005

 *frmr Cates Temporary Agency, Inc.*

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

Cives Steel Company 10/18/1990 12/28/1998

 *Cives Corporation*

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 7/24/1990

 *Arrow Hart*

Corinth Wood Pellets LLC 1/26/2007

Corning Inc. 9/19/2001

 *Corning Inc., Life Sciences Div.*

CoWorx Staffing Services LLC 3/14/2007

CRI-SIL, LLC 10/24/2000

 *former Immix Technologies, LLC*

Cyro Industries 7/24/1990

D & G Machine Products, Inc. 7/31/1991

d. e. Foxx & Associates 6/22/2004

 *X L C Personnel Services*

D. L. Thurrott Air 1/28/2002

 *The Insco Group*

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

Dennis Paper & Food Service 12/24/1991

 *Dennis Beverage Co.*

Dielectric Communications 7/9/1999

 *Dielectric*

Dingley Press 8/5/2006

DirecTECH N E 9/15/2005

Diver Down Underwater Services 12/4/2001

 *Enclave Development*

Doherty Employment Group 11/15/2007 11/15/2007

Domtar Industries Inc. 7/31/1991 6/22/2001

 *Georgia Pacific, Communication Papers Div.*

Down East Toyota-Scion-Buick 2/9/2000

 *Down East Toyota-Buick/Down East Auto Body of Brew*

Dragon Products 6/7/2007

Ducktrap River of Maine 12/28/1998

 *Fjord Seafood USA*

Duratherm Window Corporation 10/8/2003

E. S. Boulos Company 6/2/1998

 *ESB*

Eastern Fire Protection/Eastern Sprinkler Services 10/8/2003

Eastern Maine Healthcare 1/15/1991

 *Eastern Maine Medical Center*

Eaton Electrical, Inc. 9/2/1999

 *Cutler Hammer, Inc.*

Ed Hodsdon Masonry 4/29/2008

EFMARK Service Co. 10/23/1997

 *Premium Armored Service Co.*

Electronic Data Systems 1/24/2001

 *E D S Corporate Security*

Ellsworth Builders Supply Inc. 9/25/1990

Elmet Technologies 10/4/1990

 *Philips Elmet, Philips Electronics*

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

Environmental Products, Inc. 6/30/2008

Equipment Rental Serivce, Inc. 3/2/1999

 *dba Taylor Rental*

ESOCO Orrington, Inc. 6/3/1992

Everett J. Prescott 2/25/2000

 *E. J. Prescott*

Evonik Cyro LLC 7/14/1990

 *Cyro Industries*

Express Personnel Services 10/12/2006

F M C Corp. 3/22/1990 5/18/1993 5/18/1993

 *F M C BioPolymer Corp.*

F P L Energy Maine Operating Services LLC 6/23/2000

 *Florida Power and Light*

Fairpoint Communications

Fiber Materials, Inc. 6/27/1990

First Level Technology LLC 4/27/2001

 *First Line Solutions LLC*

First Protection Services, Inc. 2/18/2004

Fisher Engineering 4/17/1996 4/17/1996

 *Fisher LLC*

Flemish Master Weavers 11/21/1990

 *Rainbow Rugs, Inc.*

Formed Fiber Technologies, Inc. 12/12/2000

 *Gates Formed Fibre Products*

Formtek, Inc. 4/23/2004

 *Cooper-Weymouth, Peterson & Rowe Machinery*

Fraser Papers Ltd. 4/15/1994 9/23/1998

 *Nexfor/Fraser Papers Ltd.*

Fraser Timber Ltd. 8/10/2007 8/10/2007

 *Nexfor/Fraser Timber Ltd.*

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 5/1/2003

 *Edwards Systems Technology*

G P X International Tire Corp 5/15/1990

 *Maine Rubber International*

G. E. Goding & Son, Inc. 4/24/1990

Gagne & Son Concrete Blocks, Inc. 3/12/2004

 *Gagne & Sons, Inc.*

Garelick Farms of Maine 5/20/1998

 *Grant's Dairy*

General Dynamics ATP 2/28/1990 8/7/1991 6/16/1993

 *General Dynamics Armament Systems*

General Electric (Auburn) 10/18/1990

General Electric (Bangor) 5/24/1990

General Parts Inc./Carquest 11/25/1997 4/27/1999 4/27/1999

 *Carquest Distribution Center*

Genuine Parts Company 9/27/2005 10/14/2005

 *N A P A*

Giroux Oil Service Company 11/3/2004

Goodwill Industries of Northern New England 6/15/2007

Grainger Industrial Supply 5/30/2000

 *W. W. Grainger, Inc.*

Great Falls Builders Inc. 11/17/200

Guardsmark, LLC 12/5/1996

 *Guardsmark, Inc.*

Gulf Oil Limited Partnership 8/12/2008 8/12/2008 8/12/2008

H M S Host International 1/5/1996

 *Autogrill Group, Inc.*

H P Hood LLC 5/15/2003

 *H P Hood, Inc.*

H. Finkleman Co. - Schnitzer NorthEast 4/5/2007

 *New England Metal Recycling LLC*

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 9/4/2002

 *Hinckley Yachts*

Hollywood Slots at Bangor, etc. 6/29/2005 4/27/2007

 *Bangor Historic Track Inc.*

Home Depot 11/1/1996

Houlton Police Department 10/19/2007

Huber Engineered Woods, LLC 4/29/1991 4/29/1991

 *J. M. Huber Corp., Easton Dept.*

Huhtamaki 7/24/1990 7/30/1999

 *Huhtamaki Food Services Inc.*

Hussey Seating Company 12/24/1990

Idearc Media Corp. 5/25/2008

Ikon Office Solutions, Inc. 2/24/1999

Imerys/Americarb Inc. 7/14/2000

 *dba Imerys Pigments & Additives Group*

INFAB Refractories 7/22/1993

 *fmr Atlantic Contracting & Specialties*

Innovative Distribution Services 9/1/2000

 *fmr Speedy Warehouse Services Inc.*

Insurance Services Office, Inc. 10/31/2008

InterFace Fabric 1/26/1999

 *Interior Fabrics Group*

Interstate Brands Company 1/3/1992

 *J J Nissen*

Irving Forest Products, Inc. (Pinkham Sawmill) 7/23/2002 7/23/2002 7/23/2002

 *Pinkham Sawmill*

Irving Tanning Company 12/27/1993

Jagger Brothers, Inc. 5/14/2001

Jean's Waterproofing, Inc. 7/8/2004

JF2 LLC 12/8/2005 12/8/2005 12/8/2005

 *dba On Target Utility Services*

Johns Manville (Lewiston) 1/21/1997

 *Schuller International*

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 12/16/1992 7/13/2005 7/13/2005

 *Great Northern Paper/Bowater*

Keeley Crane Service 6/30/2008

Kelly Services Inc. 1/30/2003

Kennebunkport Police Department 3/28/2002

KidsPeace National Centers of New England 5/5/2000

 *KidsPeace Nat'l Ctrs for Kids in Crisis of New Eng*

Knight-Celotex LLC 6/9/1994

 *formerly Masonite Corporation*

Kohl's Department Stores 8/4/2004

L & B Electrical Contractors, Inc. 2/25/2003

L K Q Gorham Auto Parts Inc. 12/6/2004 8/17/2005

 *Gorham Auto Parts*

L M S Intellibound, Inc. 2/8/2004

 *Labor Management Service*

Lane Construction Corp., The 12/16/1992

 *Lane Industries*

Lewiston, City of 4/8/2008

Lincare Inc. 2/9/2000

Lincoln Paper and Tissue, LLC 1/12/2005

 *Lincoln Pulp and Paper*

Lohmann Animal Health International 12/4/2001

 *Maine Biological Laboratories*

Lonza Rockland 12/23/2005

 *Cambrex Bio Science Rockland*

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 4/30/2002

 *dba Manpower*

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

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. 2/24/1992 4/28/1998 4/28/1998

 *McCain Foods, Inc.*

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 8/2/2005

 *Southworth-Milton, Inc.*

Modern Pest Services 11/17/2006

Montreal, Maine & Atlantic Railway 6/19/1998

 *Bangor & Aroostook Railroad*

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 11/18/2005 8/7/2007

 *a Basic American Foods Division LLC*

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 6/1/2001

 *New Horizons Wilderness Program, Daughters, Inc.*

New York Life Insurance Company 3/28/2002

Newark Paperboard Products 8/15/1997

 *Gardiner Paperboard*

NewPage Corporation 3/19/1990 10/25/1990 10/25/1990

 *MeadWestvaco Corporation*

Newport, Town of 11/8/2006

Next Generation Vending Inc. 6/23/2000

 *All Seasons Services Inc.*

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 7/9/1999 fmr Saint-Gobain BTI, Brunswick Technologies, Inc.

Oakhurst Dairy 2/28/1990

Ocean State Job Lot 4/27/2006

O'Connor Constructors, Inc. 7/9/1999

 *Thomas O'Connor & Company Inc.*

Old Town Canoe 2/25/2003 2/25/2003

 *Johnson Outdoors, Inc.*

Old Town Lumber Company, Inc. 4/21/2000

Omnicare Pharmancy of Maine 3/29/2002 12/3/2003 12/3/2003

 *policy includes NCS and Pharm Corp*

Oxford Networks 12/3/2003 9/27/2006 9/27/2006

 *Oxford County Telephone Service*

P & G Tambrands Inc. 1/13/1999

 *Tambrands, Procter & Gamble Tambrands*

P F G Northcenter 9/19/1990

 *Northcenter Foodservice Corporation*

P S C Industrial Outsourcing 11/10/1993 11/16/1998

 *Philip Services Corp North Atlantic Inc.*

PAGEmployment 6/4/2004

 *Page Employment Inc.*

Panolam Industries International 9/19/1990

 *Pioneer Plastics Corp.*

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 5/2/2007

 *PenBay Medical Center & many affiliates*

Penobscot County Sherriff's Office 8/11/1998

Penobscot Regional Communications Center 1/27/1999

Pepsi Bottling Group, The 12/29/1992 10/10/2007

 *Seltzer & Rydholm*

Perma Treat Corporation 3/13/2001

 *fmr Aroostook & Bangor Resources Inc.*

Pharm Corp of Maine LLC 3/29/2002 12/3/2003 12/3/2003

 *part of Omnicare, reports separately*

Pike Industries, Inc. 10/4/1990

 *Tilcon of Maine*

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

 *Plum Creek Marketing, Inc.*

Poland Spring Bottling Co. 6/8/1999

 *div of Nestle Waters North America*

Pollack Corporation, The 8/25/1992

 *dba G. M. Pollack & Sons*

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

Portland Water District 9/4/2002

Pratt & Whitney Aircraft Group 6/22/1990 6/22/1990

 *a United Technologies company*

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) 7/21/2000

 *frmr Spencer Press Inc.*

R T S Packaging LLC 5/28/1991 11/4/1991 11/4/1991

 *fmr Rock-Tenn*

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) 5/28/1991 12/30/1993

 *fmr S. D. Warren*

Sappi Fine Paper (Westbrook) 4/29/1991 12/30/1993

 *fmr S. D. Warren*

Sargent Corporation 4/17/1996

 *fmr H. E. Sargent*

Scarborough, Town of 2/25/2003

Scholastic Book Fairs 5/2/2001 5/2/2001 5/2/2001

 *Scholastic, Inc.*

Scooter Store, The 10/26/2005

Seaboard Security 9/15/2004

Securitas Security Services U S A 9/15/2004

 *Burns Security, Halls Security Services, Inc.*

ServiceMaster 11/20/2008

 *ServiceMaster of Lake Region*

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 7/19/1995

 *includes St. Mary's, SMRMC, SOCHS, DYP, WORKMED*

Skowhegan, Town of 8/28/1998

Sodexho 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 7/24/1990

 *fmr St. Paul Companies*

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

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. 4/23/2004

 *fmr Paine Webber Inc.*

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 12/20/2007

 *Advantage Gases and Tools*

Vaughn Thibodeau & Sons 4/17/2008

Verison New England 10/5/1994 10/5/1994 10/5/1994

Verso Paper (Androscoggin Mill) 11/5/1990 6/9/1994

 *fmr International Paper*

Verso Paper (Bucksport Mill) 3/23/1990 9/19/2001 9/19/2001

 *fmr International Paper*

Vescom Corporation 5/18/1993

VingTech Corporation 11/16/2007

Volk Packaging Corporation 8/17/2006

W G M E, Inc. 1/29/2008 Sinclair Broadcast Group

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 9/2/1999

 *Wausau Paper Otis Mill Inc.*

Webber Oil Company 4/17/1996

WestPoint Home Inc. 12/22/1998

 *WestPoint Stevens Inc.*

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. 6/3/2003

 *E P X*

Wood Structures Inc. 3/25/1991

Work Source Staffing Services 3/13/2001

 *Work Source became a dba of M & K Inc. during 2007*

Wright-Ryan Construction, Inc. 2/24/2005

Wyman & Simpson, Inc. 5/18/1993

XPEDX 7/21/1993

 *Division of International Paper*

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.

 ***Employer*** ***Location***

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 Bedford NH

 New England

Commercial Delivery Systems LLC Bangor ME

Darden Restaurants Inc.\* Orlando Fl

Domtar Industries Inc. Baileyville ME

F M C Corp. Rockland ME

FairPoint Communications \* Burlington VT

First Protection Services, Inc Scarborough ME

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

Johnson Outdoors Watercraft, Inc. Old Town ME

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

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

Paychex Foxboro MA

Pharm Corp of Maine LLC \* Augusta ME

Pratt & Whitney Aircraft Group North Berwick ME

R R Donnelly (Wells Plant) Wells 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

Verso Paper (Androscoggin Mill) Jay ME

Verso Paper (Bucksport Mill) Bucksport ME

WahlcoMetroflex, Inc Waterville ME

Zampell Refractories, Inc. Auburn ME

*\* Currently lapsed, no employee testing permitted*

**Appendix 3**

**Laboratories Approved to Do Substance Abuse Testing, 2009**

The following laboratories, none in Maine, were licensed as of the end of 2009 to perform the tests for companies with substance abuse testing policies that have been approved by the Maine Department of Labor.

**Laboratory Date**

**Name** **Address** **Expires**

ACM Medical Laboratory 160 Elmgrove Park 05/01/10

 Rochester, NY 14264

Advanced Toxicology 3560 Air Center Cove, Suite 101 11/05/09

Network Memphis, TN 38118 (extension granted)

Ammon Analytical Laboratory 1622 South Wood Avenue 03/01/10 Linden, NJ 07036

 (908) 862-4404

Calloway Drug Testing Labs 34 Commerce Way 07/01/10

 Woburn, MA 01880

Clinical Reference 8433 Quivira Rd. 08/20/10

Laboratory Lenexa, KS 66215

DrugScan, Inc. 1119 Mearns Rd. 07/10/10 Warminster, PA 18974

Kroll Laboratory Specialists, Inc. 1111 Newton St. 05/08/10
 Gretna, LA 70053

Laboratory Corp. of P.O. Box 12652 01/10/10
 America Holdings 1904 Alexander Dr.
 Research Triangle Park,
 N.C. 27709

Laboratory Corp. of 69 First Ave. 03/12/10 America Holdings Raritan, NJ 08869

MAXXAM Analytics, Inc. 6740 Campobello Rd. 05/15/10

 Mississauga, Ontario

 Canada L4Z 1p1

Medtox Laboratories, Inc. 402 West County Rd. D 03/01/10
 Saint Paul, MN 55112

Psychemedics Corp. 5832 Uplander Way 12/27/10 Culver City, CA 90230

Quest Diagnostics 3175 Presidential Dr. 03/12/10 Atlanta, GA 03040

Quest Diagnostics 10101 Renner Blvd. 07/27/10
 Lenexa, KS 66219

Quest Diagnostics 400 Egypt Rd. 06/24/10
 Norristown, PA 19403

**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

 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.