Substance Abuse Testing Report Cover page.

Maine Department of Labor
Substance Abuse Testing Report, 2010
An Annual Report
March 2011
Prepared by: David Grudda and Kirk Duplessis

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| State of Maine seal. | state of maine  Department of Labor  Bureau of Labor Standards  45 state house station  augusta, maine  04333-0045 | LAURA BOYETT  ACTING COMMISSIONER |
| PAUL R. LEPAGE |  | MICHAEL ROLAND |
| GOVERNOR |  | DEPUTY DIRECTOR |

March 1, 2011

The Honorable Christopher W. Rector, Senate Chair

The Honorable Kerri L. Prescott, House Chair

Members of the Joint Standing Committee on Labor, Commerce, Research and Economic Development

c/o Legislative Information

100 State House Station

Augusta, ME 04333-0100

Dear Senator Rector, Representative Prescott, and Members of the Joint Standing Committee on Labor, Commerce, Research and Economic Development:

I am pleased to submit the annual report on substance abuse testing in Maine, in accordance with Title 26 MRSA § 690.

This report covers the calendar year 2010, which was the twenty-first full year under the law.

The report was prepared by the Department of Labor, with the assistance of Chris Montagna of the Health and Environmental Testing Laboratory, and Cathy Parlin of the Office of Substance Abuse, Department of Health and Human Services.

If you have any questions, please feel free to contact me.

Sincerely,

Laura Boyett

Acting Commissioner

LB/dg

**Substance**

**Abuse**

**Testing**

**Report**

**2010**

David Grudda and Kirk Duplessis

Bureau of Labor Standards

Maine Department of Labor

The Maine Department of Labor provides equal opportunity in employment and programs.

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

Telephone (207) 623-7900 TTY 1-800-794-1110 FAX (207) 623-7937

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

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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.

**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 available on the MDOL website: http://www.maine.gov/labor/labor\_stats/publications/substanceabuse/modelpolicy.htm

Each employer with a policy 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**

Testing Laboratory is 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, 2010** | | | | | | |
|  | **Applicant**  **Tests** | **Applicant Percent Positive** | **Probable Cause Tests** | **Probable Cause Percent Positive** | **Random/Arbitrary Tests** | **Random/Arbitrary Percent Positive** |
| **Total Tests** | **20,267** |  | **39** |  | **1,082** |  |
| **Total Invalid Tests** | **81** | **0.4%** | **2** | **5.1%** | **0** | **0.0%** |
| **Total Positive Results** | **897** | **4.4%** | **6** | **15.4%** | **28** | **2.6%** |
| Cannabinoids | 811 | 4.0% | 5 | 12.8% | 23 | 2.1% |
| Cocaine | 23 | 0.1% | 0 | 0.0% | 2 | 0.2% |
| Amphetamines | 26 | 0.1% | 0 | 0.0% | 1 | 0.1% |
| Opiates | 11 | 0.1% | 0 | 0.0% | 0 | 0.0% |
| Methadone | 8 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Phencyclidine | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Benzodiazepines | 2 | 0.0% | 0 | 0.0% | 1 | 0.1% |
| Alcohol | 10 | 0.0% | 1 | 2.6% | 1 | 0.1% |
| Barbiturates | 2 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Methaqualone | 3 | 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 2010. The construction industry had the highest percentage of positive results.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  |  |
| **Table 2: Results of All Tests by Industry** | | | | |
| **Maine, 2010** | | | | |
| ***Industry*** | ***Policies*** | ***Valid Tests*** | ***Positives*** | ***Positive %*** |
| **All Industry** | **425** | **21,273** | **925** | **4.3%** |
| **Construction** | **57** | **1,797** | **91** | **5.1%** |
| Heavy Construction | 14 | 901 | 25 | 2.8% |
| Other Construction | 43 | 896 | 66 | 7.4% |
| **Manufacturing** | **116** | **3,561** | **140** | **3.9%** |
| Electronic/Electrical Equipment | 9 | 228 | 6 | 2.6% |
| Food Products | 9 | 292 | 12 | 4.1% |
| Plastics and Rubber | 10 | 91 | 3 | 3.3% |
| Paper Products | 18 | 1,147 | 35 | 3.1% |
| Wood Products | 21 | 180 | 19 | 10.6% |
| Other Manufacturing | 49 | 1,623 | 65 | 4.0% |
| **Services** | **143** | **7,727** | **289** | **3.7%** |
| Health Care and Social Assistance | 21 | 2,428 | 32 | 1.3% |
| Professional/Scient/Tech Svcs | 21 | 159 | 5 | 3.1% |
| Other Services | 101 | 5,140 | 252 | 4.9% |
| **Trade** | **78** | **7,513** | **373** | **5.0%** |
| Retail | 37 | 6,743 | 340 | 5.0% |
| Wholesale | 41 | 770 | 33 | 4.3% |
| **Transportation and Public Utilities** | **27** | **510** | **22** | **4.3%** |
| **Other** | **4** | **165** | **10** | **6.1%** |

**Results by Substance**

Table 3 shows the results of testing in 2010 by substance. Many employers use a common five panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2010 tests, 4.4% of tests had a positive result. Cannabinoids accounted for 90.1% of all positive test results.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | |  | |  |
| **Table 3:** **Results of All Tests by Substance** | | | | | | | |
| **Maine, 2010** | | | | | | | |
| **Substance** | **Employers Testing** | **Total**  **Tests** | | **Positive Tests** | | **Percent Positive** | **As a Percent of Positive Tests** |
| **All Substances** | **313** | **21,388** | | **931** | | **4.4%** |  |
| Cannabinoids | 311 | 21,333 | | 839 | | 3.9% | 90.1% |
| Amphetamines | 308 | 21,265 | | 27 | | 0.1% | 2.9% |
| Cocaine | 304 | 20,028 | | 25 | | 0.1% | 2.7% |
| Opiates | 303 | 19,787 | | 11 | | 0.1% | 1.2% |
| Phencyclidine | 294 | 18,805 | | 0 | | 0.0% | 0.0% |
| Barbiturates | 166 | 10,243 | | 2 | | 0.0% | 0.2% |
| Benzodiazepines | 163 | 9,675 | | 3 | | 0.0% | 0.3% |
| Methadone | 151 | 8,871 | | 8 | | 0.1% | 0.9% |
| Methaqualone | 139 | 11,531 | | 3 | | 0.0% | 0.3% |
| Alcohol | 68 | 4,035 | | 12 | | 0.3% | 1.3% |

**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%, occurring in 2007 and 2002. The lowest percent positive was 2.0%, occurring in 1993.

### Table 4: Yearly Totals

**1990-2010**

Number of Total Applicant Probable Probable Probable Random

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

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

@WORK Personnel Services 7/2/1996

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

*Maine Automobile Association*

A B C Supply Company Inc 12/2/2009 12/2/2009

*American BLDRS & Contr. Supply Company, Inc.*

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*

AG World Support Systems, LLC 3/25/2010

Air Temp, Inc. 8/6/2003

*Air Temp Mechanical Contractors*

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 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

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

Atlantic Scaffolding Co. 12/3/2007 4/29/2008

*Atlantic Industrial Co., North Atlantic Scaffolding*

Atwood Lobster Company 10/13/2006

*William Atwood Lobster Company*

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 Hydro Electric Company 12/23/2009

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

Bangor Mall, LLC 4/13/1995

*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

*GWI (Great Works Internet)*

Big Brothers Big Sisters 6/28/2010

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.*

Boise Structural Solutions 6/3/2009 10/5/2009

*Boise Cascade*

Bonney Staffing Center 1/2/2003

*Bonney Staffing & Training Centers*

Boralex 5/14/2008 5/14/2008

*Boralex Biomass Operations, Inc.*

Brewer Housing Authority 9/11/2008

Brewer, City of 12/12/2000

Brockway-Smith 1/28/2003

C C B, Inc. 6/2/1998

*K C S, Inc.*

C C I Systems, Inc 6/21/2002 6/21/2002 6/21/2002

*Cable Constructors, Inc.*

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

Capital Area Staffing Solutions 9/7/2006

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

CCH Small Firm Services 11/19/2008

*Universal Tax Systems*

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

*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

Consigli Construction Company 6/30/2008

Contech Construction Product, Inc. 6/17/2006

*Contech Stormwater Solutions*

Contemporary Staffing Solutions 8/12/2009

Corinth Wood Pellets, LLC 1/26/2007

Corning, Inc. 9/19/2001

*Corning, Inc., Life Sciences Div.*

CoWorx Staffing Services, LLC 3/14/2007

CPRC Group 4/3/2006

*Commercial Paving & Recycling*

CRI-SIL, LLC 10/24/2000

*Immix Technologies, LLC*

Crystal Clear Communication 4/16/2009

Cummins Northeast, LLC 10/13/2010

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

D. L. Thurrott Air 1/28/2002

*The Insco Group*

Damon Mechanical Services 4/13/2005

*Damon Refrigeration Company, Inc.*

Danforth Habilitation 5/28/2008

Darden Restaurants, Inc. 9/17/1999 9/17/1999

*Rare Hospitality International, Inc.*

Davey Tree Expert Company 10/24/2008 10/24/2008 10/24/2008

Dennis Paper & Food Service 12/24/1991

*Dennis Beverage Co.*

Dingley Press 8/5/2006

Diver Down Underwater Services 12/4/2001

*Enclave Development*

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

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

*Down East Toyota-Buick*

Dragon Products 6/7/2007

Ducktrap River of Maine 12/28/1998

*Fjord Seafood USA*

Duratherm Window Corporation 10/8/2003

Dysarts Service 6/28/2010

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

Electronic Mobility Controls 3/31/2010

Ellsworth Builders Supply, Inc. 9/25/1990

Elmet Technologies 10/4/1990

*Philips Elmet, Philips Electronics*

Emery-Waterhouse 4/8/1998

Energy East Management Corp. 7/7/2003

Enterprise Trenchless Technologies 5/21/2010

Enterprise Engineering, Inc. 9/10/2002 10/16/2002 10/16/2002

Environmental Projects, Inc. 6/30/2008

*EPI*

ESOCO Orrington, Inc. 6/3/1992

Etna, Town of 2/19/2009 2/19/2009 2/19/2009

Everett J. Prescott 2/25/2000

*E. J. Prescott*

Evonik Cyro, LLC 7/24/1990

*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 10/5/1994 10/5/1994 10/5/1994

*Verizon New England, Nynex*

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 4/17/1996 4/17/1996

*Fisher, LLC*

Flemish Master Weavers 11/21/1990

*Rainbow Rugs, Inc.*

Forest Avenue Veterinary Hospital 9/15/2009

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.*

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

*Gagne & Sons, Inc.*

Ganneston Construction Corporation 1/14/2009

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*

Genplex, Inc. 9/15/2009

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

*N A P A Auto Parts*

Giroux Oil Service Company 11/3/2004

Goodall Landscaping 11/12/2009

Gorham Sand & Gravel 6/21/2010

Grainger Industrial Supply 5/30/2000

*W. W. Grainger, Inc.*

Great Falls Construction 11/17/2006

*Great Falls Builders, Inc.*

Guardian Pharmacy, LLC 6/4/2010

*Waltz Long Term Care Pharmacy*

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 Public Safety 1/27/1999

Hancock Lumber 4/29/1991

Hanger Orthopedic Group, Inc 3/3/2010

Hannaford Brothers Distribution Center 5/18/1993 7/25/2000 10/1/1996

Hawkeye, LLC 2/3/2010

Hertz Corporation, The 6/11/2002

Hinckley Co., LLC, The 9/4/2002

*Hinckley Yachts*

Hollywood Slots at Bangor 6/29/2005 4/27/2007

*Bangor Historic Track, Inc.*

Home Depot 11/1/1996

Hostess Brands 1/3/1992

*Interstate Brands Company*

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

Huttig Building Products 1/14/2009 1/14/2009 1/14/2009

ICON Connections, Inc. 3/17/2009

Idearc Media Corp. 5/25/2008

Ikon Office Solutions, Inc. 2/24/1999

Imerys/Americarb, Inc. 7/14/2000

*Imerys Pigments & Additives Group*

INFAB Refractories 7/22/1993

*Atlantic Contracting & Specialties*

Innovative Distribution Services 9/1/2000

*Speedy Warehouse Services, Inc.*

Insurance Services Office, Inc. 10/31/2008

Irving Forest Products (Dixfield Sawmill) 3/1/2010 7/14/2010

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

*On Target Utility Services*

Johns Manville (Lewiston) 1/21/1997

*Schuller International*

Johnson & Jordan, Inc. 3/11/2005

Johnson Outdoors Watercraft, Inc 2/25/2003 2/25/2003

*Old Town Canoe*

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

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*

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

*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

M B Bark 4/3/2006

M Drug, LLC 11/15/2010

*Miller Drug*

Madison Paper Industries 4/19/1990

Maine Business Services 4/30/2002

*Manpower*

Maine Distributors 5/2/2007

Maine Drilling and Blasting 9/9/1999

Maine Medical Center 9/25/2008

Maine Medical Partners 6/8/2010

*Practice Partners*

Maine Plastics 7/21/2000

*Consolidated Container Co., LP*

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

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

*McCain Foods, Inc.*

McHale & Associates, Inc. 12/31/2009 12/31/2009 2/18/2010

Medical Staffing Network 3/28/2002

Mercy Hospital 11/20/2008

Met Life 6/3/2009

*Met Life Group, Inc.; Metropolitan Life Insurance*

Mexico Water District 10/29/2003 10/29/2003

Microdyne Outsourcing, Inc. 7/9/2010

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*

Morin Brick Company 6/15/2010

Mount Hope Cemetery Corporation 4/15/1995

Mr. Signs, Inc. 10/22/2007 10/22/2007

Multiband 9/15/2005

*DirectTech NE*

N R F Distributors, Inc. 6/30/2004

Nadeau's Refrigeration 7/23/2009

*Ran Enterprises*

National Semiconductor Corp. 12/22/1999

Naturally Potatoes 11/18/2005 8/7/2007

*Basic American Foods Division, LLC*

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

*HealthSouth Corporation*

New England Truck Tire Centers, Inc. 4/8/2004

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

Nichols Portland (div Parker Hannifin) 12/22/1998

North American Industrial Services 4/7/2009

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

Oakhurst Dairy 2/28/1990

OC Composites, LLC 7/9/1999

*O C V Technical Fabrics*

Ocean State Job Lot 4/27/2006

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

*Thomas O'Connor & Company, Inc.*

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

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

*Includes NCS and Pharm Corp*

OTT Communications 12/31/2003 12/3/2007 12/3/2007

*Country Road Communications*

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

*Oxford County Telephone Service*

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.*

Paradigm Window Solutions 4/16/2009

Parkview Adventist Medical Center 11/17/2006

Patriot Insurance Company 2/1/2008

Paul G. White Tile Company 7/21/1993

Paychex 6/15/2007 7/23/2008

Pegasus Cleaning Corp. 2/15/2007

PenBay Healthcare & Affiliates 5/2/2007

*PenBay Medical Center*

Penobscot County Sherriff's Office 8/11/1998

Penobscot Job Corps Center 11/8/2006

*Career Systems Development Corp.*

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

*Aroostook & Bangor Resources, Inc.*

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

*Omnicare*

Phoenix Houses of New England 3/19/2009

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.*

PlumChoice, Inc 10/28/2010

Poland Spring Bottling Co. 6/8/1999

*Nestle Waters North America*

Pollack Corporation, The 8/25/1992

*G. M. Pollack & Sons*

Portage Wood Products, LLC 9/29/2006

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

*United Technologies Company*

Pro Search, Inc. 10/24/2007

Procter and Gamble Tambrands, Inc. 1/13/1999

*Tambrands, Procter & Gamble Tambrands*

Progressive Distributors, Inc. 5/18/1993

Project Staffing, Inc. 12/23/2005

Prudential Financial 11/1/2005

R J Grondin & Sons 6/16/2010

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

Radiodetection Corporation 9/5/2003

RailWorks Corporation 4/16/2008

*RailWorks Track Services, Inc.*

Ranson 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

Resource Real Estate Management, Inc. 7/9/2009

*Resource Residential*

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., LLC 4/29/1991 2/22/1999 2/22/1999

S X C Health Solutions Corporation 8/9/2010

Sappi Fine Paper (Somerset) 5/28/1991 12/30/1993

*S. D. Warren*

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

*S. D. Warren*

Sargent Corporation 4/17/1996

*H. E. Sargent*

Savage Safe Handling, Inc 5/10/2007 3/31/2008 3/31/2008

*Safe Handling, Inc*

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

*Scholastic, Inc.*

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

*Burns Security, Halls Security Services, Inc.*

Security Shredding, Inc. 1/4/2010 1/4/2010 5/14/2010

ServiceMaster 11/20/2008

*ServiceMaster of Lake Region*

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

Sisters of Charity Health System 7/19/1995

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

Skowhegan, Town of 8/28/1998

Smith & Wesson Corporation 3/27/2003

Sodexho America, LLC 3/3/2008

Solon Manufacturing Co. 7/19/1995

Somic America 9/17/1999

*Brewer Automotive Components, B A C, Inc.*

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

*R G M Enterprises*

Sprague Energy Corporation 4/13/1995

Springborn Staffing/Industrial Staffing 11/15/2005

*Worksource Staffing*

Spudnik Equipment Company, LLC 8/16/2005

SPX Communications Technology 7/9/1999

*Dielectric Communications*

Staff Management 1/20/2004

Standard Waterproofing, Inc. 4/13/1998

Standard, The 3/25/2003

*Standard Insurance Company, The*

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

T D Bank NA 6/5/2009

*T D Bank North*

Target Corporation 7/9/2001

Tate & Lyle Ingredients America, Inc. 5/2/2008

Teaford Construction 4/26/2007

Tempo Employment Services 3/3/2008

Time Warner Cable 1/20/2004

Titan Machine Products 9/9/2009

Tracer Construction 3/19/2009

*Tracer Industries Management Co*

Trans-Tech Industries, Inc. 9/27/2000

Trask-Decrow Machinery, Inc. 7/2/2008

Travelers 7/24/1990

*St. Paul Travelers, St. Paul Companies*

True North Hotel Group 5/11/2009

*Residents Inn by Marriot*

True Textiles, Inc 1/26/1999

*InterFace Fabric, Interior Fabrics Group*

Turbine Generator Maintenance, Inc. 11/3/2010

U B S Financial Services, Inc. 4/23/2004

*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

University of New England, College of Pharmacy 7/1/2009

UTC Fire & Security 5/1/2003

*G E Security, Edwards Systems Technology*

Utility Shared Services 3/3/2008

Valley National Gases WV, LLC 12/20/2007

*Advantage Gases and Tools*

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

*International Paper*

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

*International Paper*

Vescom Corporation 5/18/1993

Vestas-American Wind Technology 7/9/2010

VingTech Corporation 11/16/2007

Volk Packaging Corporation 8/17/2006

W G M E, Inc. 1/29/2008

*Sinclair Broadcast Group, Inc.*

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

Waterville Anesthesia Associates 4/30/1993 4/30/1993 4/30/1993

Watts FluidAir (div Parker Hannifin) 6/24/1997

Webber Oil Company 4/17/1996

Westbrook Energy Center 10/18/1999

*Calpine Corporation*

Windward Petroleum 1/16/2008

Wise Business Forms, Inc. 6/3/2003

*E P X*

Woodard & Curran, Inc 9/8/2010

Woodland Pulp, LLC 7/31/1991 6/22/2001

*Domtar Industries, Inc.*

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 – Employee Assistance Programs**

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, Inc. Falmouth ME

Associated Grocers of Maine Gardiner ME

Atlantic Scaffolding Co. Portland ME

Bangor Gas Company Bangor ME

Bangor International Airport Bangor ME

Bath Iron Works Bath ME

Blake Equipment Company East Windsor CT

Boise Structural Solutions Biddeford ME

Boralex Stratton ME

Cascades Auburn Fiber Auburn ME

CES, Inc. Brewer ME

Cianbro Corporation Pittsfield ME

Cives Steel Company Augusta ME

Coca-Cola Bottling Co. of Northern New Bedford NH

Commercial Delivery Systems, LLC Bangor ME

Darden Restaurants, Inc. Orlando FL

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 Raleigh NC

Genuine Parts Company Westbrook ME

Haley's Metal Shop Biddeford ME

Hannaford Brothers Distribution Center Portland ME

Hollywood Slots at Bangor Bangor ME

Huber Engineered Woods, LLC Easton ME

Huhtamaki Waterville ME

Irving Forest Products (Dixfield Sawmill) Dixfield ME

JF2, LLC Gardiner ME

Johnson Outdoors Watercraft, Inc Old Town ME

Katahdin Forest Products/Cedar Ideas Oakfield ME

Katahdin Paper Company, LLC East Millinocket ME

**Appendix 2**

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

L K Q Gorham Auto Parts, Inc. Gorham ME

Louisiana-Pacific Corporation Houlton ME

McCain Foods USA, Inc. Easton ME

Mid State Machine Products Winslow ME

Midwest Price Co., LLC Monticello AR

Naturally Potatoes Mars Hill ME

NewPage Corporation Rumford ME

Omnicare Pharmacy of Maine Westbrook ME

OTT Communications Bangor ME

Oxford Networks Lewiston ME

P S C Industrial Outsourcing Toledo OH

Parkview Adventist Medical Center Brunswick ME

Paychex Foxboro MA

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., LLC Auburn ME

Sappi Fine Paper (Somerset) Skowhegan ME

Sappi Fine Paper (Westbrook) Westbrook ME

Savage Safe Handling, Inc. Auburn ME

Seaboard Security Brewer ME

Shaw's Supermarkets, Inc., Wells Boise ID

Specialty Minerals, Inc. Bethlehem PA

Union Water Power Co. Rochester NY

Verso Paper (Androscoggin Mill) Jay ME

Verso Paper (Bucksport Mill) Bucksport ME

WahlcoMetroflex, Inc. Lewiston ME

Woodland Pulp, LLC Baileyville ME

Zampell Refractories, Inc. Newburyport MA

**Appendix 3 - Approved Laboratories, 2010**

The following laboratories were licensed as of the end of 2010 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 05/01/11

Rochester, NY 14264

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

Network Memphis, TN 38118

Aegis Analytical Laboratories 345 Hill Avenue 10/14/11

Nashville, TN 37210

Ammon Analytical Laboratory 1622 South Wood Avenue 03/01/11 Linden, NJ 07036

Calloway Drug Testing Labs 34 Commerce Way 07/01/11

Woburn, MA 01880

Clinical Reference 8433 Quivira Rd. 08/20/11 Laboratory Lenexa, KS 66215

DrugScan, Inc. 1119 Mearns Rd. 07/10/11 Warminster, PA 18974

Kroll Laboratory Specialists, Inc. 1111 Newton St. 05/08/11  
 Gretna, LA 70053

Laboratory Corp. of P.O. Box 12652 01/10/11  
America Holdings 1904 Alexander Dr.  
 Research Triangle Park,  
 N.C. 27709

Laboratory Corp. of 69 First Ave. 03/12/11 America Holdings Raritan, NJ 08869

MAXXAM Analytics, Inc. 6740 Campobello Rd. 05/15/11

Mississauga, Ontario

Canada L4Z 1p1

Medtox Laboratories, Inc. 402 West County Rd. D 03/01/11  
 Saint Paul, MN 55112

Psychemedics Corp. 5832 Uplander Way 12/27/11 Culver City, CA 90230

Quest Diagnostics 3175 Presidential Dr. 03/12/11 Atlanta, GA 03040

**Appendix 3**

**Laboratory Date**

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

Quest Diagnostics 10101 Renner Blvd. 07/27/11  
 Lenexa, KS 66219

Quest Diagnostics 400 Egypt Rd. 06/24/11  
 Norristown, PA 19403