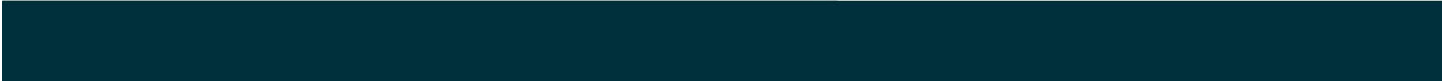


**2023 Annual Report on
SUBSTANCE USE TESTING BY MAINE EMPLOYERS**

March 2024

*Submitted to the Maine Legislature by
Maine Department of Labor, Bureau of Labor Standards*



Substance Use Testing by Maine Employers 2023

Amanda L. O'Leary
Bureau of Labor Standards
Maine Department of Labor

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This publication is available at: https://www.maine.gov/labor/labor_laws/substanceusetesting/index.html

Overview

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor and Housing in accordance with the Maine Substance Use Testing Law, 26 M.R.S. §690. The Maine Substance Use Testing Law was enacted in 1989 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 treatment, and to eliminate drug use in the workplace.

This report pertains only to employer testing activities performed under Maine Law; it is not a comprehensive study of workplace substance use testing because it does not include individuals who are tested under federal testing programs, which are outside the scope of Maine's testing law. Further, it does not include non-federally regulated employee testing data from some employers who have been exempted under an amendment to the Maine law. Employers who are exempted from the Maine law include employers who have federal drug and alcohol testing programs and are required to test safety-sensitive positions falling under federal regulations.

Practice

The administration of the Maine Drug Testing Law is a collaborative effort of the following agencies:

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

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

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

Responsible for the Substance Use Testing for The Workplace Rule which oversees the licensing of laboratories that Maine employers can use for testing of controlled substances. This rule additionally maintains the complete list of substances and their established cutoff levels allowed for workplace substance use testing. For a list of approved testing laboratories, contact the Maine Department of Labor.

Department of Health and Human Services, Division of Licensing and Certification

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 26 M.R.S. §683(1). The EAP must be certified by the Department of Health and Human Services and certification must be renewed every two years.

Any employer desiring to undertake substance use testing of current or prospective employees, other than those tested under federal regulations, must submit a substance use 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.

Policy templates developed by the Maine Department of Labor help employers develop substance use policies for their workplaces and make it easier for the MDOL to review company policies. The current policy templates are available on the MDOL website:

https://www.maine.gov/labor/labor_laws/substanceusetesting/policytypes/index.shtml

Mandatory Reporting

Each employer with a drug testing policy approved by the Maine Department of Labor (see Table 5) is required to report its testing activities annually. This is accomplished via a mandatory survey conducted by the Department. Survey notices are presented to all employers with active policies at the beginning of each year to ensure accurate data collection of all testing done in the previous year.

Information gathered from 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. Survey data are processed directly into this report.

Results by Type of Test

Table 1 provides the results of employer drug testing in 2023 based on the types of drug tests that were conducted. They include:

Applicant Testing

Applicant testing is 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.

Employee Testing: 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.

Employee Testing: Random/Arbitrary

Random testing is a method of selection in which all employees have an equal potential of selection by random chance. Some employers with random testing policies select from their pool of safety or performance sensitive positions, while most employers include all employees in the selection process. Arbitrary testing is based on criteria unrelated to substance use, such as the anniversary of hire date or client requirement.

Additional substances added to state's testing panel in 2023

Effective November 1, 2023, the Substance Use Testing for The Workplace Rule, 10-144 Code of Maine Rules, chapter 265, was updated to add the following substances to the state's approved workplace substance use testing panel. These substances include Fentanyl, Buprenorphine (Suboxone), Propoxyphene, and the synthetic opioids Hydrocodone, Hydromorphone, Oxycodone, and Oxymorphone. These are noted with an asterisk* in Table 1.

These substances were added due to request by employers in various industries and to also align with the Federal Drug and Alcohol testing panel which added the synthetic opioids to their federal testing panel in 2018.

Maine employers can test for the newly added substances as of November 1, 2023, with an approved testing policy. Employers with existing policies who wish to add the new substances to their policy must submit their updated policy to DOL for approval before testing for them.

Table 1. Results by Type of Test						
	Applicant Tests	Applicant Percent Positive	Probable Cause Tests	Probable Cause Percent Positive	Random/Arbitrary Tests	Random/Arbitrary Percent Positive
Total Tests	15,834		33		266	
Total Invalid Tests	32	0.2%	0	0.0%	2	0.8%
Total Positive Results	1,056	6.7%	17	51.5%	27	10.2%
Cannabinoids	905	85.7%	11	64.7%	22	81.5%
Amphetamines (includes Methamphetamines, MDA, MDEA, MDMA)	81	7.7%	2	11.8%	2	7.4%
Cocaine	36	3.4%	1	5.9%	1	3.7%
Methadone	11	1.0%	1	5.9%	0	0.0%
Benzodiazepines	7	0.7%	0	0.0%	1	3.7%
Opiates (includes morphine and codeine)	6	0.6%	0	0.0%	0	0.0%
Alcohol	4	0.4%	2	11.8%	0	0.0%
Barbiturates	4	0.4%	0	0.0%	1	3.7%
6-acetylmorphine (heroin)	1	0.1%	0	0.0%	0	0.0%
*Oxymorphone	1	0.1%	0	0.0%	0	0.0%
Phencyclidine (PCP)	0	0.0%	0	0.0%	0	0.0%
Methaqualone	0	0.0%	0	0.0%	0	0.0%
*Buprenorphine (Suboxone)	0	0.0%	0	0.0%	0	0.0%
*Fentanyl	0	0.0%	0	0.0%	0	0.0%
*Hydrocodone	0	0.0%	0	0.0%	0	0.0%
*Hydromorphone	0	0.0%	0	0.0%	0	0.0%
*Oxycodone	0	0.0%	0	0.0%	0	0.0%
*Propoxyphene	0	0.0%	0	0.0%	0	0.0%

Results by Industry

Table 2 shows testing results for each industry, based on the North American Industrial Classification System (NAICS) code. The “Services” industry conducted the most tests in 2023. The highest percentage of positive results were reported by the “Construction” industry at 13.9 percent. “Other” industry includes the following: Agriculture, Farming, Fishing, Logging, Mining, and support activities for each.

Industry	Policies	Tests Conducted	Positive Results	Percent Positive
All Industry	385	16,133	1,100	6.8%
Construction	52	955	133	13.9%
Heavy Construction	13	326	62	19.0%
Other Construction	39	629	71	11.3%
Manufacturing	83	4,323	536	12.4%
Electronic/Electrical Equipment	5	157	1	0.6%
Food Products	9	324	21	6.5%
Paper Products	7	421	66	15.7%
Plastics and Rubber	5	353	7	2.0%
Wood Products	15	318	10	3.1%
Other Manufacturing	42	2,750	431	15.7%
Other	5	37	2	5.4%
Other	5	37	2	5.4%
Services	168	7,213	294	4.1%
Health Care and Social Assistance	37	4,461	73	1.6%
Professional/Scientific/Tech Services	23	35	0	0.0%
Other Services	108	2,717	221	8.1%
Trade	57	3,451	131	3.8%
Retail	28	2,778	112	4.0%
Wholesale	29	673	19	2.8%
Transportation and Public Utilities	20	154	4	2.6%
Transportation and Public Utilities	20	154	4	2.6%

Results by Substance

Table 3 shows the results of testing in 2023 by substance. Many employers use a common five-panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2023 tests, 6.8 percent of tests had a positive result. Cannabinoids accounted for 85.3 percent of all positive test results.

Substance	Employers Testing	Total Tests	Total Positives	Percent Positive	Percentage of Positives
All Substances	268	16,133	1,100	6.8%	
Amphetamines	264	16,124	85	0.5%	7.7%
Cocaine	264	16,117	38	0.2%	3.5%
Opiates	261	15,945	6	0.0%	0.5%
Phencyclidine	253	15,842	0	0.0%	0.0%
Cannabinoids	161	6,739	938	14.2%	85.3%
Barbiturates	148	7,549	5	0.1%	0.5%
Methadone	146	7,482	12	0.2%	1.1%
Benzodiazepines	145	7,474	8	0.1%	0.7%
6-acetylmorphine (heroin)	105	5,483	1	0.0%	0.1%
Methaqualone	100	5,618	0	0.0%	0.0%
Oxycodone	44	1,980	0	0.0%	0.0%

Propoxyphene	41	1,901	0	0.0%	0.0%
Hydrocodone	27	1,677	0	0.0%	0.0%
Oxymorphone	25	1,689	1	0.1%	0.1%
Hydromorphone	24	1,538	0	0.0%	0.0%
Alcohol	21	723	6	0.8%	0.5%
Buprenorphine (Suboxone)	9	1,152	0	0.0%	0.0%
Fentanyl	7	1,073	0	0.0%	0.0%

Substances currently approved for drug testing under Maine law not listed but included with specific substance listed above:

Amphetamines: Methamphetamines, MDA, MDEA, MDMA

Cannabinoids: THC

Opiates: Codeine, Morphine

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 increased steadily until the last few years. The highest percentage of positive tests occurred in 2021, with 10.9 percent. The lowest percent positive was 2.0 percent, occurring in 1993.

Chart 1. Number of Employers w/ Active Policies

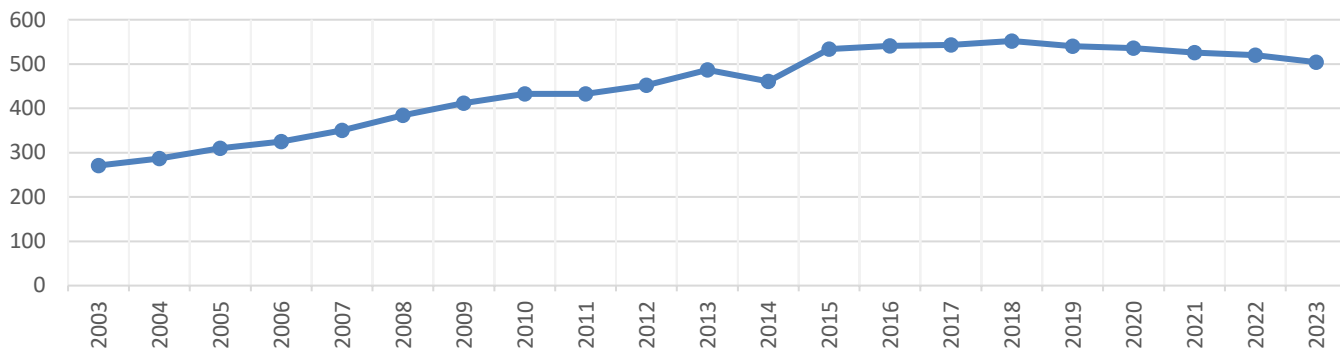


Chart 2. Total Tests

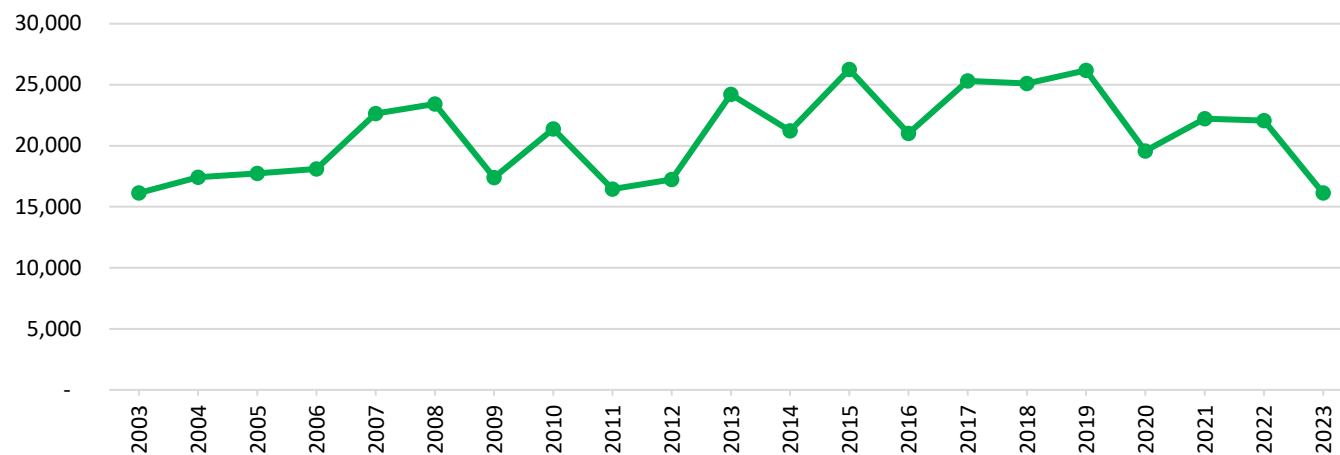


Chart 3. All Tests Percent Positive

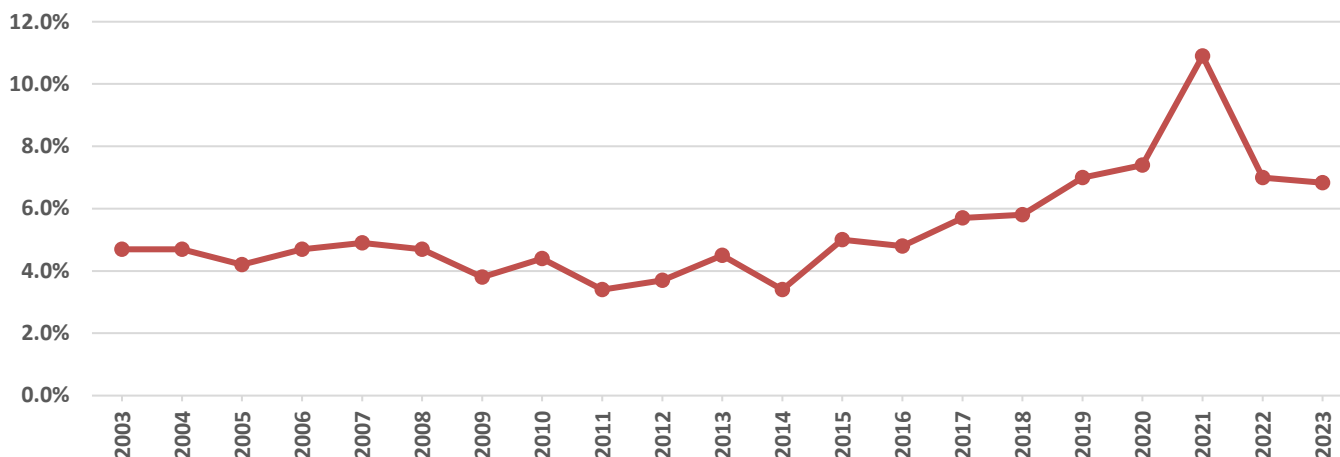


Chart 4. Applicant Testing Percent Positive

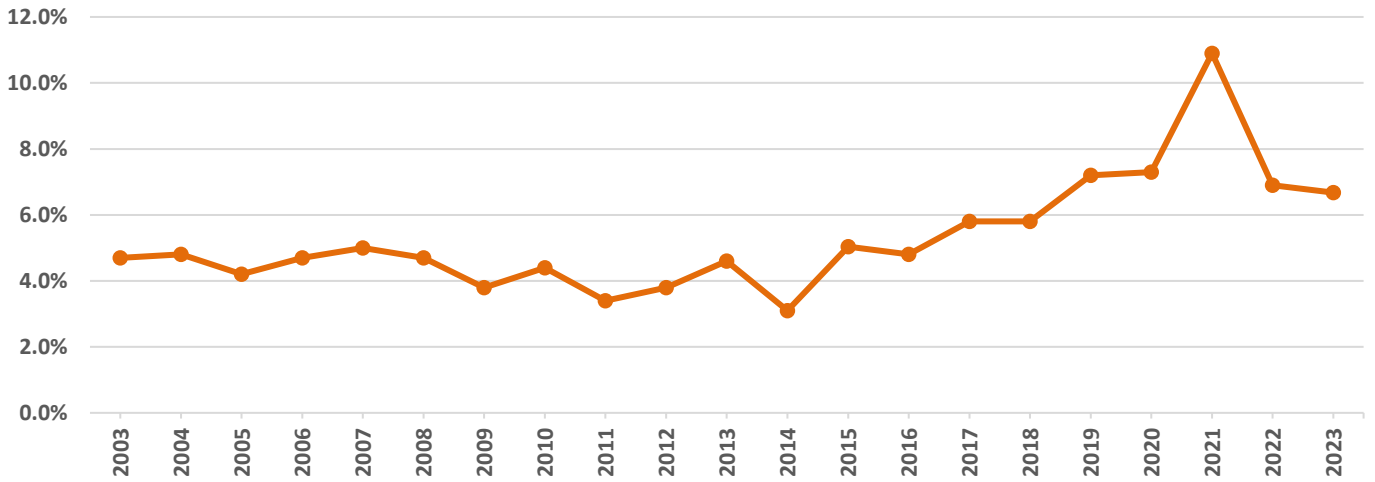


Chart 5. Probable Cause Testing Percent Positive

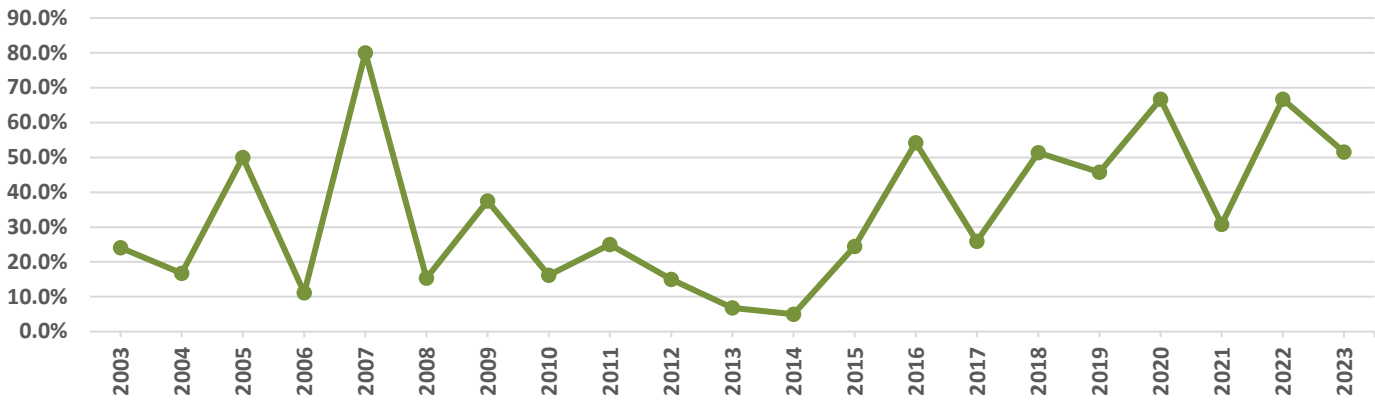


Chart 6. Random Testing Percent Positive

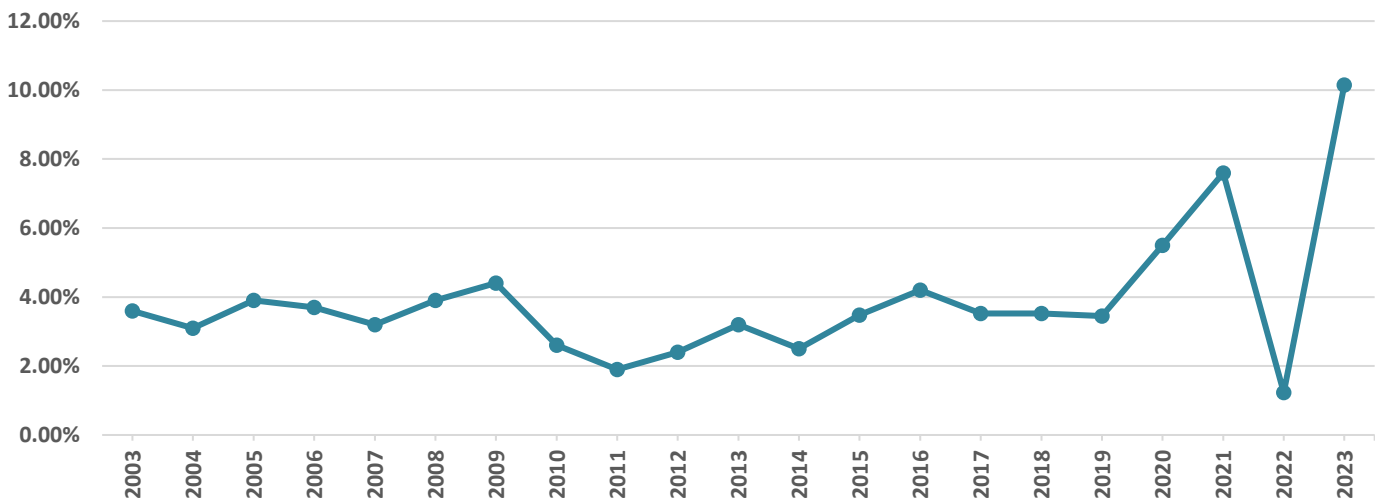


Table 4. Overview

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 Cause Percent Positive	Random Tests	Random Positives	Random Percent Positive
2023	504	16,133	1,100	6.8%	15,834	1,056	6.7%	33	17	51.5%	266	27	10.2%
2022	520	22,054	1,554	7.0%	22,151	1,526	6.9%	48	32	66.7%	816	10	1.2%
2021	526	22,228	2,420	10.9%	21,925	2,385	10.9%	52	16	30.8%	251	19	7.6%
2020	536	19,565	1,443	7.4%	19,190	1,406	7.3%	27	18	66.7%	347	19	5.5%
2019	540	26,173	1,843	7.0%	25,048	1,794	7.2%	24	11	45.8%	1,101	38	3.5%
2018	552	25,113	1,455	5.8%	23,999	1,399	5.8%	35	18	51.4%	1,079	38	3.5%
2017	543	25,310	1,441	5.7%	23,835	1,372	5.8%	54	14	25.9%	1,421	55	3.9%
2016	541	21,020	1,019	4.8%	19,956	962	4.8%	24	13	54.2%	1,040	44	4.2%
2015	534	26,258	1,308	5.0%	25,059	1,257	5.0%	45	11	24.4%	1,153	40	3.5%
2014	461	20,864	698	3.3%	19,536	609	3.1%	11	5	45.0%	1,317	33	2.5%
2013	487	24,225	1,100	4.5%	23,284	1,068	4.6%	44	3	6.8%	897	29	3.2%
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%

Table 5. Employers with Active Policies in 2023

NOTE: Out of the 504 policies in 2023 that were approved and active, only 385 employers responded to the mandatory survey in the time allotted, leaving 119 employers that did not respond. Of the 385 that responded, 117 were employers that did not conduct any testing following a state-approved policy in 2023.

Employers with active policies in 2023	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2023 Survey Response Received
A Plus Party Rental	1/26/2018		2/6/2018	YES
AAA Northern New England	6/20/2018	6/20/2018	6/20/2018	NO
Aaron's, Inc.	12/12/2017			YES
ABC Supply Co., Inc.	12/2/2009	12/2/2009		YES
Acadia Painting	1/27/2023	1/27/2023		YES
Acestack, LLC	12/5/2023			YES
Acme Monaco Corporation	1/7/2003			YES
Adecco USA, Inc.	1/18/2017			NO
ADUSA Distribution, LLC	5/18/1993			YES
ADUSA Distribution, LLC	5/18/1993			YES
Advantage Resourcing America (Group)	6/2/2015	4/20/2018		YES
Advantage Sales & Marketing, LLC	5/4/2016			NO
AFRY USA, LLC	1/10/2022			YES
Ag World Support Systems, LLC	3/23/2022			YES
Agren Appliance Service Corporation			12/13/2016	YES
Air Temp, Inc.	8/6/2003			YES
Alcoa Corporation	11/1/2023			YES
Alexander & Associates Co.	3/26/2013	4/1/2003		YES
All States Construction, Inc.	5/12/2014	5/12/2014		YES
AllSource PPS, Inc.	10/14/2014			NO
Alltrista Plastics, LLC	4/23/2019	4/23/2019		YES
American Aerial Services, Inc.	9/24/2018	9/24/2018	9/24/2018	YES
American Forest Management	7/2/2008			NO
American Industrial Construction, LLC	4/15/2011	6/16/2011	6/16/2011	YES
American Red Cross	8/22/2005			YES
American Rheinmetall Systems, LLC	11/19/2020			YES
American Steel and Aluminum, LLC	9/7/2018			NO
AmeriCold Logistics	1/18/2008			YES
Androscoggin Home Healthcare & Hospice	2/11/2022	2/11/2022	2/11/2022	YES
Angstrom Fiber Auburn, LLC	2/2/2018			NO
AP4 Energy Services, LLC	5/4/2023			NO
Aroostook Area Agency on Aging, Inc.	2/3/2020			YES
Arrowhead Engineered Products	11/9/2023	11/9/2023		NO
ASAP Enterprises, Inc.	7/16/2019			YES

Employers with active policies in 2023	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2023 Survey Response Received
Ashfield Healthcare, LLC	5/25/2016			YES
ASRC Federal Holding Company	6/23/2011			YES
Associated Grocers of New England, Inc.	5/3/2011			YES
Auburn, City of	6/9/1994			YES
Aviation, Power & Marine, LLC	8/16/2022			NO
AVX Tantalum	9/27/2000			NO
AWS, Inc.	2/24/1999			YES
B & B Precise Products, Inc.	9/23/2022			YES
Backyard Farms, LLC	12/5/2019	12/5/2019	12/5/2019	NO
BAE Systems	6/4/2014	6/4/2014		YES
Baileyville, Town of	10/29/2009	7/22/2002	7/22/2002	YES
Balance Professional, Inc.	5/10/2011			NO
Bancroft Contracting Corporation	2/1/1994			YES
Bangor International Airport	9/13/2018	9/13/2018	9/13/2018	NO
Bath Iron Works	12/30/2019	12/30/2019	12/30/2019	YES
Bath Water District	1/29/2003			YES
Beacon Sales Acquisition, Inc.	2/7/2007			NO
Bear Staffing Services	11/3/2023			YES
BEPC, Incorporated	10/5/2021			YES
Big Moose Harley-Davidson	10/4/2019			YES
BJ's Wholesale Club, Inc.	11/15/2023			YES
Black & Veatch	1/5/2023			YES
Blake Thermal Sales & Service, LLC	12/21/1998	12/21/1998		YES
Blue Hill / Surry Transfer Station		3/30/2016		NO
BlueTriton brands - Poland Spring product	6/8/1999			YES
Bob's Discount Furniture, LLC	3/11/2004			YES
Boise Cascade Company	6/3/2009	10/5/2009	1/27/2017	YES
Bonney Staffing Center	1/7/2019			YES
Boston Scientific	8/10/2023	8/10/2023	8/10/2023	YES
Brewer Veterinary Clinic, PA	8/8/2014			NO
Brewer, City of	12/12/2000			NO
Bridgton, Town of	3/21/2016			YES
Brock & Scott, PLLC	9/6/2018			YES
Brock Services, LLC	12/16/2019	12/16/2019	12/16/2019	YES
Brookfield Renewable Services Maine, LLC	1/22/2016			YES
Brown & Brown Absence Services Group	2/27/2017		2/27/2017	YES
Brown Appliance and Mattress, Inc.			2/2/2017	YES
Builders Installed Products of Maine	9/10/2019	9/11/2019		YES
Bullrock Solar, LLC	8/5/2021	8/5/2021		YES
BWE, LLC	1/16/2008			NO
Cabela's	1/15/2008			YES

Employers with active policies in 2023	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2023 Survey Response Received
Calais, City of	6/3/2003			YES
Canuvo, Inc.	3/4/2016	3/14/2016		YES
Capital Area Staffing Solutions, Inc.	9/7/2006			YES
CareerStaff Unlimited	10/11/2018			YES
Carlos Lopez & Associates, LLC	9/2/2016	9/13/2016	9/13/2016	YES
Carrier Chipping, Inc.	7/23/2014			YES
CAS Services, Inc.	10/17/2022			YES
CDM Constructors, Inc.	6/27/2019	7/5/2019	7/5/2019	YES
Centra Healthcare Solutions	7/19/2018			NO
Central Maine Healthcare Corporation		2/11/2019		YES
Charter Communications, LLC	1/20/2004			YES
CHEP Services	10/15/2021	10/15/2021		YES
CHG Medical Staffing, Inc.	11/30/2012			YES
Cives Steel Company	11/30/2018	11/30/2018		YES
CN Brown Company	6/6/2001			YES
Coastal Maine General Contracting	1/27/2023	1/27/2023		YES
Columbia Forest Products, Inc.	3/8/2023	3/8/2023		YES
Comcast Corporation	5/8/2018			YES
Commercial Delivery Systems, LLC	5/13/2005	6/24/2005	6/24/2005	YES
Commercial Divers, Inc.	7/31/2020	7/31/2020		YES
Commercial Installation Corporation			8/24/2020	NO
Community Pharmacies LP	2/28/2011			YES
Complete Labor and Staffing, LLC	3/25/2020			YES
Compunnel Software Group, Inc.	11/8/2018			YES
Conduent Incorporated	3/3/2017			NO
Consigli Construction Co., Inc.	8/31/2017			YES
Contech Engineered Solutions, LLC	6/17/2006			NO
COR Health Services, LLC	6/30/2020			YES
Core-Mark Maine	1/27/2017			YES
CoreMedical Group	6/6/2019			YES
Corestaff Services, LP (Bartech Staffing)	9/30/2016			YES
Corning Incorporated	9/17/2019	11/18/2019		NO
Coutts Brothers, Inc.	9/7/2023			YES
CoWorx Staffing Services, LLC	3/14/2007			YES
CPK Manufacturing, LLC	11/13/2018			YES
CPM Constructors, Inc.	5/9/2007			YES
CRI-SIL, Silicone Technologies, LLC	10/24/2000			YES
Crooker Construction, LLC	4/20/2017			YES
Crystal Clear Communications	4/16/2009			NO
CSC ServiceWorks, Inc.	2/14/2019			YES
Cummins Northeast, Inc./Cummins Sales and Service	10/13/2010			YES

Employers with active policies in 2023	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2023 Survey Response Received
CVS Health	6/2/2023			YES
D & G Machine Products, Inc.	7/31/1991			YES
Daaquam Lumber Maine, Inc.	8/10/2007	8/10/2007		YES
Damon Insulation Co. Inc.	9/9/2016	9/20/2016	9/20/2016	YES
Damon Mechanical Services	4/13/2005			YES
Danforth Habilitation Association	1/25/2023			YES
Dave's Appliance, Inc.	12/28/2015		12/28/2015	NO
Davey Tree Expert Company, The	10/24/2008	10/24/2008	10/24/2008	YES
Davis-Ulmer Fire Protection	10/8/2003			NO
Dawnland, LLC	3/31/2017	5/8/2017	5/8/2017	YES
Dealer Tire, LLC	2/16/2023	2/16/2023	2/16/2023	YES
Delaware Resource Group of Oklahoma, LLC	2/14/2020			YES
Deluxe Corporation	11/23/2015			NO
Dingley Press, LLC, The	2/7/2018			YES
Diodes. Inc.	5/26/2022			YES
Direct Mail of Maine, Inc.	6/25/2014	8/12/2014	8/12/2014	YES
Dirigo Investigations & Security, LLC	12/1/2022	12/1/2022	12/1/2022	YES
DISH Network, LLC	5/7/2021			YES
Diver Down Underwater Services	12/4/2001			YES
DL Thurrott, Inc.	1/28/2002			YES
DNV Energy Insights USA, Inc.	9/17/2012	9/17/2012		YES
Dock Guys, LLC	5/1/2019			YES
Douglas Dynamics, LLC	7/5/2022	7/5/2022		YES
Down East Toyota	2/9/2000			YES
Dr. Eunice Nelson Baumann Home	10/26/2018			NO
Dragon Products Company	5/28/2019	5/19/2011	5/28/2019	YES
DT Developers, Inc.	8/28/2017			NO
Ducktrap River of Maine, LLC	8/15/2018			YES
Dunnett, Inc.			11/15/2019	YES
DuPont Nutrition & Bioscience	3/22/1990	5/18/1993	5/18/1993	YES
Duratherm Window Corporation	10/8/2003			YES
Duvaltex US / True Textiles, Inc.	1/17/2019			YES
Dynamic Air Corporation		11/14/2017		YES
East Coast Communications, LLC	12/1/2014			YES
Edward D Jones & Co., L.P.	8/27/2019	10/16/2015		YES
Eimskip-PTI, Inc.	8/2/2018			NO
Ellen M. Leach Memorial Home	6/21/2012			YES
Ellsworth Builders Supply, Inc. (EBS)	9/25/1990			YES
Elmet Technologies, LLC	10/12/2022			YES
Ensemble RMC, LLC	1/8/2021			NO
Enterprise Engineering, Inc.	2/21/2019	2/26/2020	2/26/2020	YES

Employers with active policies in 2023	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2023 Survey Response Received
Enterprise Logic, Inc.	10/12/2017			NO
Ernest R Palmer Lumber Co., Inc.	7/25/2014		3/10/2015	YES
ES Boulos Company	6/2/1998			YES
ESOCO Orrington, LLC	6/9/2021			YES
Essex Power Services, Inc.	5/22/2018			YES
Eurovia Atlantic Coast, LLC dba Northeast Paving	2/4/2020	2/4/2020	2/4/2020	NO
Everest Recovery, LLC	5/25/2023			YES
Everett J. Prescott, Inc.	2/25/2000			YES
EVO Payments International, LLC	4/4/2018			NO
EWIE Co., Inc.	6/19/2014	6/19/2014		YES
Exela Enterprise Solutions, Inc.	8/10/2015			YES
FDH Velocitel	9/12/2016	9/23/2016		YES
Federal Marine Terminals, Inc.	3/25/2009	3/25/2009	3/25/2009	YES
Fiber Materials, Inc.	6/27/1990			YES
Fiberlight, LLC	9/21/2018			NO
First Advantage Corporation	5/24/2021			YES
First Protection Services, Inc.	2/18/2004	5/13/2008	9/16/2009	YES
FirstLight Fiber, Inc.	12/3/2003	9/27/2006	9/27/2006	NO
Flemish Master Weavers, Inc.	11/21/1990			YES
Forest Avenue Veterinary Hospital	9/15/2009			NO
Formtek, Inc.	1/31/2019			NO
Fortin's Hardware & TV, Inc.		7/10/2017	7/10/2017	YES
Fresenius Medical Care	4/22/2011	11/5/2013		YES
Frisbie Memorial Hospital	1/22/2018	4/4/2018		NO
Future Agency, LLC	7/2/1996			YES
GAC Chemical Corporation	8/19/2005			YES
Ganneston Construction Corporation	4/29/2022			YES
Garmin International, Inc.	3/15/2016			YES
GC Renovations, Inc.	6/14/2017	6/26/2017		NO
GDI Services, Inc.	6/24/2015	10/21/2015		NO
GE Power & Renewable Energy	2/6/2019	2/6/2019		YES
General Dynamics OTS	8/17/2018	8/17/2018		YES
General Electric (Bangor)/GE Power	2/6/2019	2/6/2019	2/6/2019	YES
Global Secure Shipping, Inc.	11/3/2023			YES
GO Lab, Inc.	2/27/2023	2/27/2023		YES
GoNetspeed	12/31/2003			YES
Gordon Food Service, Inc.	10/18/2022			YES
Gorham Sand & Gravel, Inc.	6/21/2010			YES
Granite Inliner, LLC	4/18/2019	11/16/2012	4/18/2019	YES
Gray Water District	3/29/2018			YES
Great Falls Builders, Inc.	9/19/2023	7/21/2023		YES

Employers with active policies in 2023	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2023 Survey Response Received
Griffin Greenhouse Supplies, Inc.	1/29/2016	6/13/2012		YES
Guardian Pharmacy of Maine, LLC	12/7/2023			YES
Hale Trailer Brake & Wheel, Inc.	8/6/2003			YES
Haley Ward, Inc.			4/11/2017	YES
Haley's Metal Shop, Inc.	1/8/2004	5/9/2007		YES
Hampden Public Safety	9/30/2020			YES
Hancock Lumber Company	4/29/1991			YES
Hanger, Inc.	3/3/2010			YES
Harbor Management Corporation	7/31/2018			YES
HarborOne Mortgage, LLC	3/21/2016			YES
Hayes Pump, Inc.	1/22/2015			NO
Helical Solutions, LLC	4/27/2017			YES
Hire Dynamics, LLC	11/2/2020			NO
Hollywood Casino Hotel & Raceway	6/29/2005			YES
Horizon Solutions, LLC	12/15/2010			NO
Hospice of Southern Maine	12/5/2023			YES
Houlton Police Department	10/19/2007			NO
HP Fairfield, LLC	7/13/2021			NO
HP Hood, LLC	5/15/2003			YES
Huber Engineered Woods, LLC	4/29/1991	4/29/1991	11/1/2016	YES
Huhtamaki, Inc.	11/3/2021	3/5/2020		YES
Hunting Dearborn, Inc.	3/27/2017	3/27/2017	3/27/2017	YES
Hussey Seating Company	2/9/2018			YES
Huttig Building Products	1/14/2009	1/14/2009	1/14/2009	YES
HW Temps, LLC	3/21/2012			YES
Imagen Technologies	3/21/2022			YES
Imerys Carbonates USA, Inc.	7/14/2000			NO
Implanted Pump Management, LLC	6/21/2023			NO
Indiana Hemophilia & Thrombosis Center, Inc.	8/1/2023			YES
InfoArmor, Inc.	2/15/2019			NO
Ingredion Incorporated	7/10/2020			NO
Innovative Distribution Services	12/12/2017	1/25/2018		YES
Insight Imaging / Rayus Radiology	1/12/2016			YES
inSync Staffing, Inc.	9/12/2019			NO
Interim HealthCare of the Northeast	9/22/2021			YES
Irving Farms, Inc.		2/12/2019		YES
Irving Forest Products, Inc. (Dixfield Sawmill)	12/12/2017	12/12/2017		YES
Irving Forest Products, Inc. (Pinkham Sawmill)	7/23/2002	7/23/2002		YES
Irving Woodlands, LLC	4/12/2011			YES
J&L Cable TV Services, Inc.	6/26/2018			YES
J.T. Hayman Electric	8/21/2015			NO

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JF2, LLC	12/8/2005	12/8/2005	12/8/2005	YES
JMS Wind Energy, Inc.	3/10/2016			NO
John Lucas Tree Expert Co., Inc.	4/29/1991			YES
Johns Manville	4/11/2023			YES
Johnson & Jordan, Inc.	4/28/2023			YES
Johnson Outdoors Watercraft, Inc.	2/25/2003	2/25/2003		YES
Jordan's Furniture	6/28/2022			YES
Jotul North America	4/23/2019			YES
K&A Engineering Consulting, PC	8/31/2021	8/31/2021	8/31/2021	YES
Kassbohrer All Terrain Vehicles, Inc.	10/24/2000			YES
Katahdin Forest Management, LLC	5/23/2016			NO
Katahdin Forest Products	1/18/2005	1/18/2005		NO
Katahdin Valley Health Center	5/16/2023			YES
Kelly Global Business Services	1/30/2003			YES
Kelsey's Appliance & Sleep Center, Inc.	2/7/2019		7/12/2011	NO
Kerry, Inc.	3/6/2019			YES
KidsPeace National Centers of New England	5/5/2000			YES
Kleinschmidt Associates		8/22/2017	8/22/2017	YES
Knox County Homeless Coalition	1/28/2015			YES
Kris-Way Truck Leasing, Inc.	2/24/2021			NO
L & B Electrical Contractors, Inc.	2/25/2003			YES
L3Harris Technologies	3/16/2017			NO
Lakeside Concrete Cutting, Inc.	6/24/2022	6/24/2022	6/24/2022	YES
Lasting Impressions Family and Laser Dentistry	10/28/2014			YES
Lewiston, City of	3/7/2023	3/7/2023		YES
Liberty Bay Recovery Center	4/21/2022	4/21/2022	4/21/2022	YES
Lighthouse Elder Care, Inc.	2/26/2013		2/22/2017	YES
Lincare, Inc.	2/9/2000			YES
Lincolnton Telephone Co.	12/6/2017			YES
Lohmann Animal Health International		11/9/2023		YES
Lonza Rockland	12/23/2005			NO
Louisiana Pacific Corporation	3/28/2022	8/13/2018	8/13/2018	YES
Lowe's Companies, Inc.	11/3/2004			YES
Maine Business Services	7/8/2022			YES
Maine Crane & Lift, LLC	3/2/2023			YES
Maine Distributors	4/30/2014			YES
Maine Drilling and Blasting, Inc.	9/9/1999			NO
Maine Metal Buildings, Inc.	3/30/2018	7/2/2018		NO
Maine Organic Therapy	5/31/2011	5/31/2011	5/31/2011	NO
Maine Staffing Group	11/2/2022			YES
Maine Veterans' Homes	6/13/2018			YES

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Maine Woods Company, LLC	3/18/2019			YES
MaineGeneral Medical Center	5/30/2019	5/30/2019	5/30/2019	YES
MaineHealth	9/30/2022			YES
Marion Transfer Station, Inc.	4/12/2005	4/12/2005	4/12/2005	NO
Mash Mechanical, Inc.	2/17/2021	2/17/2021		YES
Masis Staffing Solutions	6/22/2023			NO
Matheson-Trigas, Inc.	12/20/2007			YES
Mathews Brothers Company	5/16/2019			YES
Max Finkelstein, Inc.	5/21/2009			YES
McHale & Associates, Inc.	12/31/2009	12/31/2009	2/18/2010	YES
Messer Truck Equipment	4/23/2012			YES
Met Life	6/3/2009			YES
Mexico Water District	10/29/2003	10/29/2003	11/17/2014	YES
Mid State Machine Products, Inc.	5/15/1990	8/14/1990	8/14/1990	YES
Midwest Price, Inc.	9/27/2000	2/12/2002	2/12/2002	YES
Milo Water District	9/15/2004	10/25/2004	10/25/2004	YES
Modern Pest Services, Inc.	11/17/2006			YES
Mount Hope Cemetery Corporation	4/15/1995			YES
Mount Joseph	12/12/2016			NO
Mountain, Ltd.	9/12/2012			YES
ND Paper Company - Rumford Mill	1/25/2019	1/25/2019	1/25/2019	YES
Nelson Property Services, Inc.	7/27/2020			NO
NEUCO-New England Utility Constructors, Inc.	5/21/2010			YES
New England Castings, LLC	10/29/2013			NO
New England Controls, Inc.		9/11/2014	9/11/2014	YES
New England Life Care	1/6/2015			YES
New England Rehab Hospital of Portland	10/20/1997			YES
New England Window & Door, LLC	1/29/2015	1/29/2015		YES
Newport, Town of	11/8/2006			YES
NextEra Energy, Inc.	8/16/2022			YES
NextGen Information Services, Inc.	11/7/2018			NO
Nichols Construction, Inc.	10/20/2017			YES
Nichols Portland, LLC	9/6/2019			YES
North East Mobile Health Services	1/1/2009			NO
North Rock Capital Management, LLC	1/27/2023			NO
Northeast Airmotive, Inc.	9/18/2001			YES
Northeast Cable Construction, LLC			12/18/2014	NO
Northeast Coil, Inc.			12/21/2020	NO
Northern Light Health	10/1/2021			YES
Northern Pride Communications, Inc.	6/13/2011	6/13/2011		NO
Norway Water District	8/14/2018			YES

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Norway-Paris Solid Waste, Inc.	7/7/2004			YES
Novel Energy Solutions (NES)	10/3/2022	10/3/2022		YES
Oakhurst Dairy	3/10/2023			YES
OC Technical Fabrics, LLC	7/9/1999			NO
Occupational Medical Consulting, LLC	2/21/2020			NO
Ocean State Job Lot	4/27/2006			NO
O'Connor Corporation	7/9/1999			YES
Ohio Mutual Insurance Group	7/24/2013	8/2/2013		NO
Oldcastle APG, Inc.	2/9/2012			YES
On-Demand Services Group, Inc.	3/4/2022	3/4/2022		YES
One Advanced, Inc.	9/29/2021			NO
OnProcess Technology, Inc.	2/27/2015	2/27/2015		NO
Outer Reach Broadband, LLC	4/7/2023			YES
Over the Hills Farm Construction, LLC		9/30/2021		YES
PAGEmployment, Inc.	6/4/2004			NO
Parker Hannifin Corporation - Kittery	6/24/1997			YES
Patriot Insurance Company	2/1/2008			YES
Patterson Companies, Inc.	12/18/2023			YES
PC Construction Company	5/26/1998	11/17/2022		YES
Penobscot County Sheriff's Office	8/11/1998			YES
Penobscot Job Corps Center	11/8/2006			YES
Penobscot Regional Communications Center	1/27/1999			YES
PeopleReady	3/26/2013			YES
Pepsi Beverages Company	12/29/1992	10/10/2007		YES
Personnel Outsource Solutions	5/14/2021			NO
PharmaLogic ME	3/29/2002	12/3/2003	12/3/2003	YES
Pike Industries, Inc.	10/5/2011	10/5/2011		YES
Pine Environmental Services, LLC	11/16/2007			YES
Pine State Trading Company	2/28/2017			YES
Pine Tree Recovery Center	11/7/2023	11/7/2023		YES
Pineland Farms Potato Company, Inc.	11/18/2005			YES
Pioneer Plastics	8/16/2017			YES
Pioneer Wireless, Inc.			6/21/2012	YES
Polycor New England	2/15/2017	2/27/2017		YES
Portage Wood Products, LLC	1/30/2020			YES
Portland Glass	5/31/2019			YES
Portland Water District	10/21/2022			YES
Power Generation Consultants, Inc.			11/13/2014	YES
Pratt & Whitney	6/22/1990	6/22/1990		YES
Precision Collision & Repair, LLC		10/16/2017	10/16/2017	NO
Preemp, Inc.	11/15/2018	11/15/2018		NO

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Preservation Management, Inc. (PMI)	3/16/2017			YES
Press Hotel, The	3/10/2015	3/10/2015		NO
Prime Industrial Recruiters	8/18/2020			NO
Prime Therapeutics	1/30/2023	1/30/2023		YES
Procter and Gamble	1/24/2019			NO
ProSearch, Inc.	10/24/2007			NO
Prudential Life Insurance Company of America	6/4/2021			NO
Quest Diagnostics, Inc.	2/8/2023			YES
Quest Service Group, LLC	12/10/2018		1/14/2019	YES
Quirion, Inc.	9/7/2023			NO
R.A.D. Corporation	5/7/2015			YES
RC Cleaning Service, LLC	1/22/2021	1/22/2021	1/22/2021	YES
Real Soft, Inc.	6/11/2015			NO
Reed & Reed, Inc.	6/25/1992	5/9/2007	12/11/2020	YES
ReEnergy Biomass Operations, LLC	5/24/2021	5/24/2021		YES
Regenis, LLC	4/12/2022	4/12/2022	4/12/2022	YES
Remedy Compassion Center, Inc.	1/3/2011	1/3/2011		NO
Residence Inn by Marriott	5/11/2009			NO
Residuals Management International	5/28/2008			NO
Riggs Contracting, Inc.	8/31/2017			YES
Riverside Electric, Inc.	7/21/2017			YES
RLC Engineering, PLLC			1/19/2022	NO
Rock Coast Personnel	9/18/2014			YES
Rockland Marine Corporation	1/24/2007	5/2/2019		YES
Rocky's Ace Hardware	3/5/2021	3/5/2021		YES
Roehm America, LLC	7/24/1990	4/20/2018	4/20/2018	YES
Rollins, Inc.	2/1/2019			YES
RTS Packaging, LLC	5/27/2021	5/27/2021		YES
RWE Renewable Services, LLC	6/27/2016			NO
RxAnte, Inc.	12/6/2018		12/6/2018	YES
Safe Alternatives	5/13/2011	5/13/2011		NO
Safe Approach, Inc.	12/15/2015		12/28/2015	YES
SAGE Dining Services, Inc.	9/11/2011			YES
Salmon Falls Nursery & Landscaping	2/26/2013	3/26/2013		YES
Sappi North America, Inc. (Somerset)	2/8/2021	3/16/2021		YES
Sappi North America, Inc. (Westbrook)	4/29/1991	10/26/2017		YES
Sargent Corporation	4/25/2018			YES
Saunders Midwest, LLC	1/10/2017			YES
Sazerac Company	4/26/2018			YES
SBA Network Services, LLC	2/4/2004	9/4/2004	9/4/2004	YES
SBM Management Services, LP	6/16/2009			YES

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Scarborough, Town of	9/19/2017			YES
Schlotterbeck & Foss Company	7/11/2019			YES
Schnitzer Steel Industries, Inc.	4/5/2007			YES
ScribeAmerica, LLC	4/25/2013			YES
SCS Communications, LLC	6/28/2022			NO
Seaboard Security, Inc.	9/15/2004	2/19/2008	2/19/2008	NO
Seacoast Angels, Inc.		8/1/2013		NO
Seaside Senior Care, LLC	11/29/2022			YES
Sea-Vu West MCH	8/25/2023	8/25/2023		YES
Securitas Security Services USA, Inc.	9/15/2004			YES
Select Rehabilitation, LLC	1/6/2015			NO
Semiconductor Components Industries, LLC	5/26/2022			NO
Senior Operations, LLC	12/4/2008	12/4/2008	12/4/2008	NO
Service Experts Heating & Air Conditioning, LLC	1/27/2022	1/27/2022		NO
Shaw Brothers Construction, Inc.	4/12/2017			YES
Shaw's Supermarkets, Inc., Wells Distribution Ctr.	6/10/2000	10/9/2008		NO
Shaw's Supermarkets/Stores Only	11/18/2005			NO
Shields Health Care Group	3/2/2020			YES
Sid Harvey Industries, Inc.	10/25/2019	10/25/2019	10/25/2019	YES
Skowhegan, Town of	8/28/1998			YES
Smith & Wesson, Inc.	3/27/2003			YES
Smith Mountain Investments, LLC	4/19/2018	8/10/2018	8/10/2018	NO
Somerset County Government	6/15/2021			YES
Somic America, Inc.	11/23/2022			YES
Sonoco Products Company	7/31/1991	6/4/2013		YES
South Portland, City of	11/7/2006			YES
Southworth - Milton, Inc.	8/2/2005			YES
Spec Personnel, LLC	1/18/2022			YES
Specialty Minerals, Inc.	3/26/2018	3/26/2018	2/26/2020	NO
Spectraforce Technologies, Inc.	11/7/2023			YES
Spectrum Generations			2/16/2018	YES
Sprague Resources GP, LLC	4/13/1995			YES
Springborn Staffing/Industrial Staffing	11/15/2005			YES
Spudnik Equipment Company, LLC	8/16/2005	9/10/2013	9/10/2013	NO
SPX Corporation	9/5/2003			YES
St. Croix Chipping, LLC	8/19/2022	8/19/2022	8/19/2022	NO
St. Croix Tissue, Inc.	6/24/2020	6/24/2020	6/24/2020	NO
St. Mary's Health System	7/19/1995			YES
Staff Management Solutions, LLC	1/20/2004			YES
Standard Insurance Company	3/25/2003			YES
Standard Waterproofing, Inc.	7/8/2022	5/17/2011	2/2/2018	YES

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Station Class Constructors, Inc.	1/26/2001	2/6/2001	2/6/2001	YES
Steam Turbine Services, Inc.	2/18/2010	12/18/2014		YES
Steel Pro, Inc.	6/24/2021			YES
Steelcase, Inc.	10/12/2011			YES
Stonewall Kitchen, LLC		11/10/2020		YES
Strom Engineering of Florida, Inc.	4/8/2015			YES
Sullivan & Merritt Constructors, Inc.	5/18/1993			YES
Sunstates Security, LLC	11/7/2023	11/7/2023	11/7/2023	YES
Talaria Company, LLC, The	9/4/2002			NO
Tate & Lyle	5/2/2008			YES
TEMPO Employment Services	1/11/2021			YES
Texas Instruments, Inc.	12/22/1999			YES
Thermo Fisher Scientific	3/26/2015			NO
Tilson Technology Management, Inc.	11/4/2013	11/19/2013		YES
Townsend Tree Service	5/7/2012			YES
TPD Construction Co.		2/28/2012		YES
Trask-Decrow Machinery, Inc.	7/2/2008	10/9/2013		YES
Travelers Insurance	7/24/1990			YES
Tri-State Staffing, Inc.	7/6/2012			YES
Trusted Health, Inc.	6/3/2019	6/3/2019	6/3/2019	YES
Twin City Tire Tube, LLC	6/1/2020	6/1/2020		YES
Two Men and a Truck	1/20/2017	2/27/2017	2/27/2017	YES
Tyson Foods	9/9/1997	12/31/2015	12/31/2015	YES
Ultra Clean Technology	3/21/2012			YES
UniFirst Corporation	5/20/1993			YES
Union Farm Equipment, Inc.	4/30/2014			YES
UnitedHealth Group	6/1/2016			YES
UPP Global, LLC	12/2/2013	12/29/2015		YES
US Cellular	1/1/2020			YES
US Intermodal, Inc.	4/20/2016			YES
Ventura MedStaff, LLC	6/27/2019	6/27/2019		NO
Vertical Relevance, Inc.	10/25/2023			NO
Ver-Tran, Inc.			2/27/2013	YES
Veterinary Practice Partners	6/30/2022	6/30/2022		YES
Vets Securing America	7/26/2018			NO
Vic Firth / Avedis Zildjian Company	12/6/2017			YES
Viking, Inc.	3/27/2017			YES
Volk Packaging Corporation	5/27/2021			YES
Vortex Services, LLC	9/9/2021			YES
Walgreen Co.	9/6/2019			YES
Walker's Garage, LLC	7/21/2023	7/21/2023		YES

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Walmart, Inc.	8/19/2022			YES
Walpole Outdoors	2/12/2001			NO
Wellness Connection of Maine		6/19/2015		YES
Wellpath, LLC	2/14/2023	8/9/2012	8/9/2012	YES
Weyerhaeuser NR Company	12/20/2017			YES
WGME TV	1/29/2008			YES
Wheelabrator Technologies Incorporated	1/25/2023			YES
WMBE Payrolling, Inc. dba TargetCW	7/26/2019			YES
Wood Environ & Infrastructure Solutions, Inc.	11/17/2010			NO
Woodard & Curran, Inc.	9/8/2010			YES
Woodland Pulp, LLC	5/18/2020	5/18/2020	5/18/2020	NO
WR Berkley Corporation	7/2/2013			YES
Wright-Ryan Construction, Inc.	2/24/2005			YES
WW Grainger, Inc.	5/30/2000			YES
Xerox Corporation	11/10/2016			YES
XL Mechanical & Energy Management Services, Inc.	7/31/2019			YES
York Hospital	10/18/2016			YES
Zampell Refractories, Inc.	12/30/1993	12/30/1993	12/30/1993	YES
Zoom Drain New England	8/16/2022			YES



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