

2016 Annual Report on



Substance Abuse Testing by Maine Employers

March 2017

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

Substance Abuse Testing By Maine Employers 2016

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http://www.maine.gov/labor/labor_stats/publications/substanceabuse/

Scope

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor, Commerce, Research and Economic Development in accordance with the Maine Substance Abuse Testing Law, Title 26 M.R.S.A. §690. The Maine Substance Abuse Testing Law is intended to protect the privacy rights of employees, yet allow an employer to administer testing, to ensure proper testing procedures, to ensure that an employee with a substance abuse problem receives an opportunity for treatment, and to eliminate drug abuse in the workplace. The law was initially enacted in 1989 and was amended by the Legislature in 1995, 1999, 2001, 2003, 2005, 2007, 2009 and 2011.

This report pertains only to employer testing activities performed 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, 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 the most recent amendment to the Maine law.

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

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

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

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

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.

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

Policy templates 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 current policy templates are available on the MDOL website:

www.maine.gov/labor/labor_laws/substance_abuse_testing.

Survey

Each employer with a drug testing policy approved by the Maine Department of Labor (see Appendix 1) 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 2016 based on the types of drug tests that were taken. 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 of abuse.

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 abuse, such as the anniversary of hire date.

Table 1: Results by Test Type**Maine, 2016**

	Applicant Tests	Applicant Percent Positive	Probable Cause Tests	Probable Cause Percent Positive	Random/Arbitrary Tests	Random/Arbitrary Percent Positive
Total Tests	19,956		24		1,040	
Total Invalid Tests¹	47	0.2%	0	0.0%	1	0.1%
Total Positive Results²	962	4.8%	13	54.2%	44	4.2%
Cannabinoids	877	91.2%	7	53.8%	34	77.3%
Amphetamines	37	3.8%	3	23.1%	3	6.8%
Opiates	17	1.8%	1	7.7%	1	2.3%
Cocaine	15	1.6%	0	0.0%	0	0.0%
Methadone	7	0.7%	0	0.0%	1	2.3%
Alcohol	4	0.4%	1	7.7%	0	0.0%
Barbiturates	3	0.3%	0	0.0%	0	0.0%
Benzodiazepines	2	0.2%	1	7.7%	2	4.5%
Phencyclidine	0	0.0%	0	0.0%	0	0.0%
Methaqualone	0	0.0%	0	0.0%	0	0.0%

¹ Invalid tests include those with discrepancies that could involve specimen acquisition, sample protection, chain of custody, security, or validation of testing / analytical equipment or procedures. In some cases, invalid tests can be re-taken.

² Positive test results only include results reported as positive by the testing laboratories; they do not include instances where an employer allows positive tests to be reported as negative when an individual tested positive for a specific substance and was able to validate they had a prescription or a medical marijuana registration card authorized by a healthcare professional.

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 2016. The highest percentage of positive results were reported by the “Other” industry with 9.7 percent.

Table 2
Results of All Tests by Industry
Maine, 2016

<i>Industry</i>	<i>Policies*</i>	<i>Test</i>	<i>Positives</i>	<i>Percent Positive</i>
All Industry	399	21,020	1,019	4.8%
Construction	46	1,391	54	3.9%
Heavy Construction	13	685	27	3.9%
Other Construction	33	706	27	3.8%
Manufacturing	89	3,704	216	5.8%
Electronic/Electrical Equipment	6	51	2	3.9%
Food Products	8	296	15	5.1%
Paper Products	10	872	27	3.1%
Plastics and Rubber	3	112	8	7.1%
Wood Products	16	521	62	11.9%
Other Manufacturing	46	1,852	102	5.5%
Other	4	176	17	9.7%
Other	4	176	17	9.7%
Services	164	10,613	442	4.2%
Health Care and Social Assistance	32	5,507	96	1.7%
Professional/Scientific/Tech Services	33	233	6	2.6%
Other Services	99	4,873	340	7.0%
Trade	73	4,823	282	5.8%
Retail	34	3,406	230	6.8%
Wholesale	39	1,417	52	3.7%
Transportation and Public Utilities	23	313	8	2.6%
Transportation and Public Utilities	23	313	8	2.6%

*this represents the number of employers with approved policies that responded to the survey

Results by Substance

Table 3 shows the results of testing in 2016 by substance. Many employers use a common five-panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2016 tests, 4.8 percent of tests had a positive result. Cannabinoids accounted for 90.4 percent of all positive test results.

Substance	Employers Testing	Total	Total Positives	Percent Positive	Percent of Positives
All Substances	310	21,020	1,019	4.8%	
Cocaine	307	20,968	15	0.1%	1.5%
Opiates	307	20,974	19	0.1%	1.9%
Amphetamines	307	20,964	43	0.2%	4.2%
Cannabinoids	306	20,961	921	4.4%	90.4%
Phencyclidine	298	19,079	0	0.0%	0.0%
Barbiturates	181	10,676	3	<0.1%	0.3%
Benzodiazepines	172	10,608	5	<0.1%	0.5%
Methadone	157	9,715	8	0.1%	0.8%
Methaqualone	139	7,771	0	0.0%	0.0%
Alcohol	50	1,874	5	0.3%	0.5%

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 occurred in 2015, with 5.0 percent. The lowest percent positive was 2.0 percent, occurring in 1993.

Chart 1. Number of Employers w/ Policies

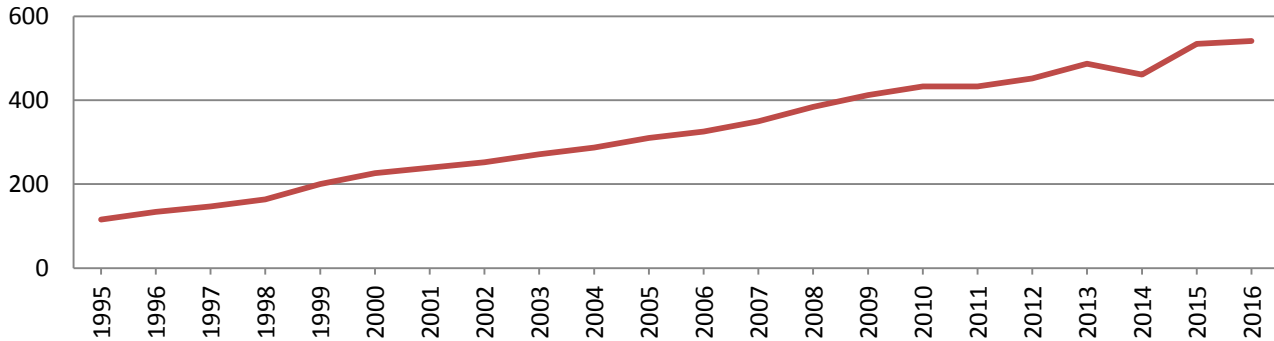


Chart 2. Total Tests

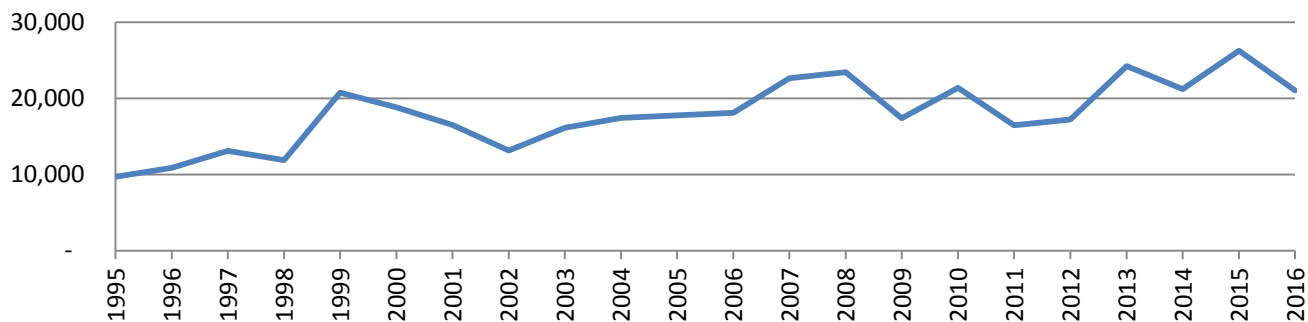


Chart 3. All Tests Percent Positive



Chart 4. Applicant Testing Percent Positive

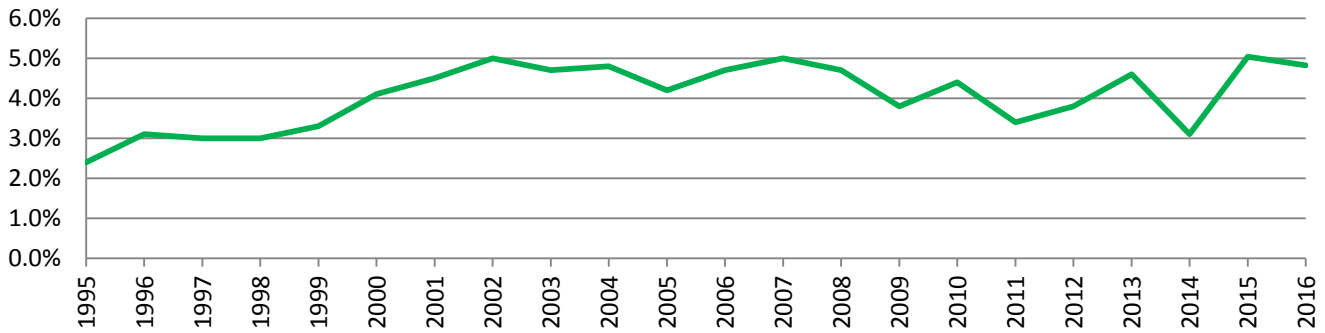


Chart 5. Probable Cause Testing Percent Positive

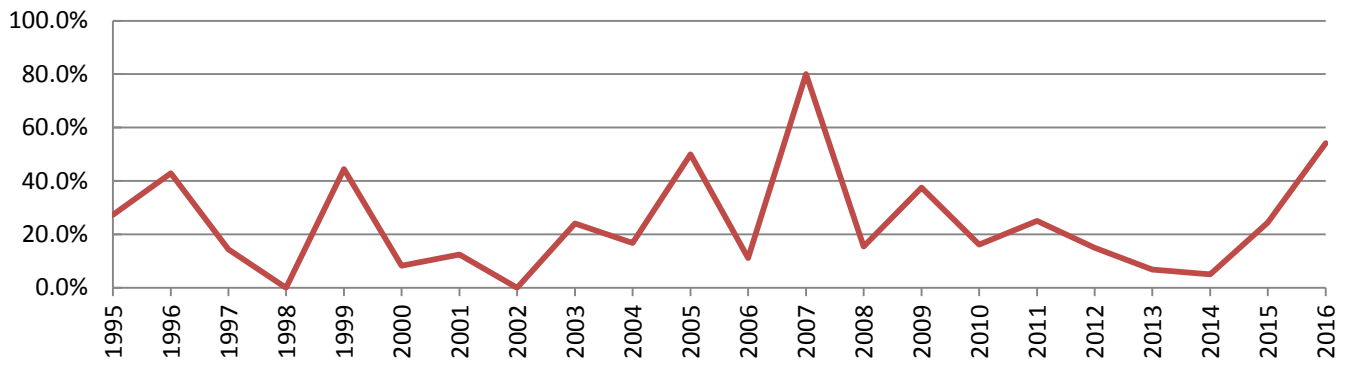


Chart 6. Random Testing Percent Positive

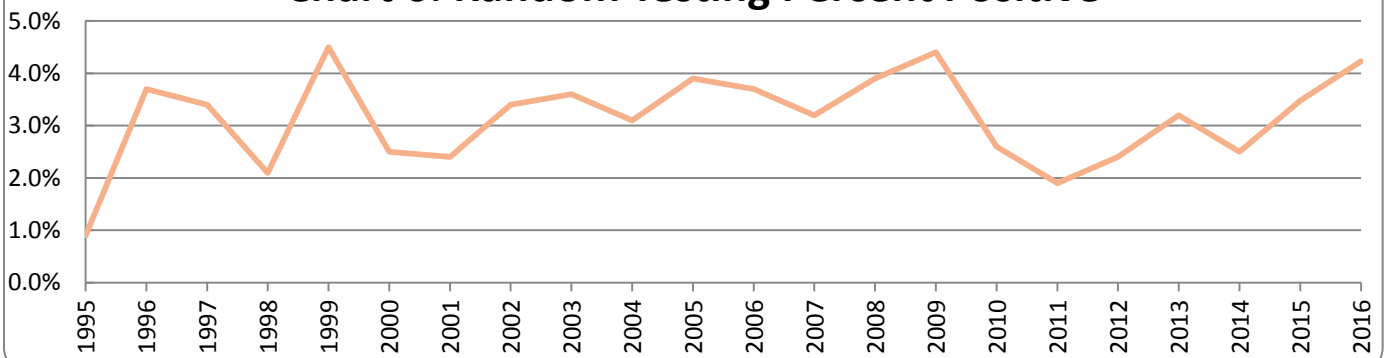


Table 4. Overview

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
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%
2002	252	13,128	642	4.9%	12,595	624	5.0%	10	0	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	0.0%	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%

Appendix 1 – Employers with approved substance abuse testing policies

Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
AAA of Northern New England, Inc.	10/29/2003	9/9/2016	9/9/2016	YES
ABC Supply Company, Inc.	12/2/2009	12/2/2009		YES
ABF Enterprises , LLC	10/12/2006			YES
Acadia Insurance	7/2/2013			YES
Acme-Monaco Corp.	1/7/2003			YES
Adecco Group NA	1/18/2017			YES
AdvancePierre Foods, Inc.	9/9/1997	12/31/2015	12/31/2015	YES
Advantage Resourcing	6/2/2015			YES
Advantage Solutions	5/4/2016			YES
Aetna, Inc.	2/16/2000			YES
AG World Support Systems, LLC	3/25/2010			YES
Agren Appliance Service, Corp.			12/13/2016	YES
Air Temp, Inc.	8/6/2003			YES
Alexander & Associates	3/26/2013	4/1/2003		YES
All Source PPS	10/14/2014			YES
All States Asphalt, Inc.	5/12/2014	5/12/2014		YES
AlliedBarton Security Services, LLC	4/2/2015			NO
Allstate Insurance Company	3/25/1991			NO
AMEC Foster Wheeler Environment & Infrastructure	11/17/2010			YES
American Aerial Services, Inc.	5/11/2007	3/4/2008	3/4/2008	YES
American Forest Management	7/2/2008			NO
American Industrial Construction Company	4/15/2011	6/16/2011	6/16/2011	YES
American Red Cross Blood Services, N.E. Region	8/22/2005			NO
American Rheinmetall Systems, LLC	11/16/2007			YES
American Steel and Aluminum, LLC	4/30/2001			NO
AmeriCold	1/18/2008			YES
Androscoggin Home Care & Hospice	3/30/2007	2/20/2009		YES
Apothecary by Design	4/25/2013	10/7/2013		YES
Applicator Sales & Service, Inc.	2/7/2007			NO
Aroostook Area Agency on Aging, Inc.	8/25/2016			YES
ASAP Enterprises, Inc.	3/28/2016			YES
Ashfield Healthcare	5/25/2016			NO
ASRC Federal Holding Company	6/23/2011			YES
Associated Grocers of New England, Inc.	5/3/2011			YES
At Work Personnel Services	7/2/1996			YES

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Atlantic Pest Solutions	8/22/2011			NO
Auburn, City of	6/9/1994			YES
Automation Integrators, Inc.	8/15/2016		8/15/2016	YES
AVX Tantalum Corp.	9/27/2000			NO
AWS, Inc.	2/24/1999			YES
B & M Baked Beans	9/4/2002			YES
Backyard Farms, LLC	8/15/2006			YES
BAE Systems, Inc.	6/4/2014	6/4/2014		YES
Baileyville Police Department	2/24/1999	7/22/2002	7/22/2002	YES
Balance Professional, Inc.	5/10/2011			NO
Balfour Beatty Investments, Inc.	2/1/2013	2/26/2013		NO
Bancroft Contracting Corp.	2/1/1994			NO
Bangor Area Visiting Nurses	12/16/1992			NO
Bangor International Airport	10/26/2005	10/26/2005	10/26/2005	YES
Barclays Bank	4/30/2008			YES
Bath Iron Works	2/27/1990	9/4/2002	9/4/2002	YES
Bath Water District	1/29/2003			YES
Beacon Partners	10/29/2012			NO
Bechtel Corp.	7/25/2014			NO
Best Buy, Inc.	12/16/1998			YES
Big Brothers Big Sisters of Mid-Maine	6/28/2010			YES
BJ's Wholesale Club, Inc.	6/9/1994			NO
Blake Equipment Company	12/21/1998	12/21/1998		NO
Blue Hill / Surry Transfer Station		3/30/2016		YES
Bob's Discount Furniture	3/11/2004			YES
Boise Cascade Company	6/3/2009	10/5/2009	1/27/2017	YES
BONNEY Staffing Center, Inc.	1/2/2003			YES
Boston Brands of Maine	7/23/2014			NO
Bottling Group, LLC	12/29/1992	10/10/2007		YES
Brewer Housing Authority	9/11/2008			NO
Brewer Police Department	5/7/2014			NO
Brewer Veterinary Clinic, P.A.	8/8/2014			YES
Brewer, City of	12/12/2000			YES
Bridgton, Town of	3/21/2016			YES
Brock Services, LLC	12/3/2007	4/29/2008		NO
Brockway Smith Company	28-Jan-03			YES
Brookdale Senior Living	4/23/2015			YES
Brookfield Renewable	1/22/2016			NO
BSC Cleaning Services	6/24/2015	10/21/2015		YES

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BWE, LLC	1/16/2008			YES
C.N. Brown Company	6/6/2001			YES
Cabela's, Inc.	1/15/2008			YES
Calais Regional Hospital	9/1/2016			YES
Calais, City of	6/3/2003			YES
Calpine Westbrook Energy Center	10/18/1999			YES
Camden National Bank	1/13/2011			NO
Canine Company	3/10/2016			YES
Canuvo, Inc.	3/4/2016	3/14/2016		YES
Capital Area Staffing Solutions, Inc.	9/7/2006			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.	6/17/2014			YES
Casco Bay Steel Structures, Inc.		5/21/2015		YES
Casella Waste Systems, Inc.	12/16/1998			NO
Catalyst Paper	3/19/1990	10/25/1990	10/25/1990	YES
Central Maine Conditioning Clinic, Inc.	3/1/2011	6/15/2011		YES
Central Maine FCU	3/26/2009			NO
Central Maine Healthcare	12/27/2016			NO
Chadwick BaRoss, Inc.	7/21/1993			YES
CHEP Recycled Pallet Solutions	2/3/2012	12/17/2012		YES
Cianbro Corp.	2/27/1990	2/27/1990	2/27/1990	YES
Cives Steel Company	10/18/1990	12/28/1998		YES
Coca-Cola Bottling Co. of Northern New England	12/29/1992	8/17/1993		YES
Columbia Forest Products, Inc.	11/30/2007			YES
Comcast Cable Communications Management, LLC	8/10/2015			YES
Commercial Delivery Systems, LLC	5/13/2005	6/24/2005	6/24/2005	YES
Community Concepts, Inc.	10/24/2001			NO
Community Pharmacies LP	2/28/2011			YES
Complete Labor and Staffing , LLC	1/9/2017			YES
Conduent, Inc.	6/7/2006	6/7/2006		YES
Conform Automotive	12/12/2000			YES
Consigli Construction Company, Inc.	6/30/2008			NO
Contech Engineered Solutions, LLC	6/17/2006			YES
Contemporary Staffing Solutions	8/12/2009			NO
Corestaff Services	9/30/2016			YES
Corinth Wood Pellets, LLC	1/26/2007			NO

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Corizon Health, Inc.	11/3/2015			YES
Corning, Inc.	9/19/2001			NO
Correct Care Solutions	6/4/2012	8/9/2012	8/9/2012	YES
Coutts Bros, Inc.	9/27/2013			YES
CoWorx Staffing Services, LLC	3/14/2007			YES
CP Technologies, Inc.	4/21/2014	4/21/2014	4/21/2014	YES
CPM Constructors	5/9/2007			YES
Craft Beer Guild Distributing of Maine	1/14/2016	1/19/2016	10/15/2013	YES
CRI-SIL Silicone Technologies, LLC	10/24/2000			YES
Crystal Clear Communications	4/16/2009			YES
Cummins Northeast, LLC	10/13/2010			NO
CVS Health	11/30/2016			YES
D & G Machine Products, Inc.	7/31/1991			YES
D. L. Thurrott Air	1/28/2002			NO
Damon Insulation Co., Inc.	9/9/2016	9/20/2016	9/20/2016	YES
Damon Mechanical Services	4/13/2005			YES
Danforth Habilitation Association	5/28/2008			YES
Darden Restaurants, Inc.	1/16/2012	9/17/1999		YES
Dave's Appliance, Inc.	12/28/2015		12/28/2015	NO
Davey Tree Expert Company	10/24/2008	10/24/2008	10/24/2008	YES
Davis Brothers, Inc.	8/7/2013	8/7/2013	8/7/2013	YES
Dealer Tire, LLC	8/9/2013	8/9/2013	8/9/2013	YES
Delhaize Distribution, LLC	5/18/1993			YES
Dennis Paper & Food Service	12/24/1991			YES
Designtex	10/12/2011			YES
DEX Media, Inc.	5/25/2008			NO
Dingley Press, Inc., The	8/5/2006			YES
DISH Network, LLC	3/10/2015			YES
Diver Down Underwater Services	12/4/2001			YES
DMM, Inc.	6/25/2014	8/12/2014	8/12/2014	YES
Dollar General	12/1/2014			YES
Domestiks Cleaning Service, Inc.	6/2/2016			YES
Downeast Toyota-Scion-Buick	2/9/2000			YES
Dragon Products Co., LLC	6/7/2007	5/19/2011		YES
Duratherm Window Corp.	10/8/2003			YES
Dysarts Service	6/28/2010			NO
East Coast Communications	12/1/2014			YES
Eastern Fire Protection/Eastern Sprinkler Services	10/8/2003			YES

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Eastern Maine Healthcare Systems	1/15/1991			YES
Eastpoint Eldercare Services	3/26/2013	3/14/2014	3/14/2014	YES
Eaton Corp.	9/2/1999			YES
EC&R Services, LLC	6/27/2016			YES
Ed Hodsdon Masonry	4/29/2008			YES
Education Management, LLC	8/13/2013			NO
Edward Jones	3/23/2012	7/2/2012		YES
Elecnor Hawkeye, LLC	2/3/2010			NO
Electronic Mobility Controls	3/31/2010			YES
Eliason Dental Lab	3/26/2013	3/26/2013		NO
Ellen M. Leach Memorial Home	6/21/2012			YES
Ellsworth Builders Supply, Inc. (EBS)	9/25/1990			YES
Elmet Technologies, LLC	10/4/1990			YES
Emera Maine	12/23/2009			
Emera Maine - Presque Isle	6/13/1990			
Emery Waterhouse Company, The	4/8/1998			YES
Energy East Management Corp.	7/7/2003			NO
Enterprise Engineering, Inc.	9/10/2002	10/16/2002	10/16/2002	YES
Enterprise Trenchless Technologies	5/21/2010			YES
Enviro Mats, Inc.	3/22/2011			YES
Ernest R. Palmer Lumber Company, Inc.	7/25/2014		3/10/2015	YES
ERS	9/17/2012	9/17/2012		YES
ES Boulos Company	6/2/1998			YES
Etna, Town of	2/19/2009	2/19/2009	2/19/2009	NO
Everett J. Prescott	2/25/2000			YES
Evonik Cyro, LLC	7/24/1990	1/24/2014	1/24/2014	YES
EWIE Co., Inc.	6/19/2014	6/19/2014		YES
Excel Staffing, Inc.	7/2/2015			NO
FairPoint Communications	11/9/2006			YES
FDH Velocitel	9/12/2016	9/23/2016		YES
Federal Marine Terminals, Inc.	3/25/2009	3/25/2009	3/25/2009	YES
Federal Program Integrators, LLC	8/4/2010			NO
Fiber Materials, Inc./GrafTech	6/27/1990			YES
Financial Institutions Services Corp.	11/23/2015			YES
First Protection Services, Inc.	2/18/2004	5/13/2008	9/16/2009	YES
Fisher Engineering	2/23/2012	3/5/2012		YES
Flemish Master Weavers, Inc.	11/21/1990			YES
FMC Corp.	3/22/1990	5/18/1993	5/18/1993	YES

Appendix 1 – Employers with approved substance abuse testing policies

Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
Forest Avenue Veterinary Hospital	9/15/2009			YES
Formtek, Inc.	4/23/2004			YES
Fresenius Medical Care	4/22/2011	11/5/2013		YES
Fulghum Fibres, Inc.	10/8/1997	12/12/2007	12/12/2007	NO
Fuller Marine Services, Inc.	5/7/2009	5/7/2009	5/7/2009	YES
G & G Products, LLC	10/25/2016			NO
GAC Chemical Corp.	8/19/2005			YES
Ganneston Construction Corp.	1/14/2009			YES
Gardner Enterprises, Inc.	7/23/2009			YES
Garellick Farms	5/20/1998			YES
Garmin International, Inc.	3/15/2016			YES
General Dynamics OTS	2/28/1990	8/7/1991	6/16/1993	YES
General Electric (Auburn)	10/18/1990	5/29/2014		YES
General Electric (Bangor)	5/24/1990	8/31/2011	8/31/2011	YES
General Electric Renewable Energy	3/20/2012	3/20/2012	3/20/2012	YES
General Parts International, Inc.	11/25/1997	4/27/1999	4/27/1999	NO
Genplex, Inc.	9/15/2009			YES
Genuine Parts Company	9/27/2005	10/14/2005		YES
Get Air Trampoline Park	9/25/2014	9/25/2014		YES
Giroux Energy Solutions	11/3/2004			YES
Global Energy Services, Inc.	1/28/2011			YES
Global Environmental Solutions, Inc.	1/28/2011			YES
Global Spectrum/Spectra	3/5/2015			YES
Goodman Field Services	9/15/2005			NO
Gorham Sand & Gravel	6/21/2010			NO
Grainger Industrial Supply	5/30/2000			NO
Great Falls Builders, Inc.	11/17/2006			YES
Green Valley Association	10/24/2013			YES
Griffin Greenhouse Supplies	1/29/2016	6/13/2012		YES
Grow-Tech, LLC	11/3/2015			YES
Guardian Pharmacy, LLC	6/4/2010			YES
Guardsmark, LLC	12/5/1996			NO
Gulf Oil Limited Partnership	8/12/2008	8/12/2008	8/12/2008	NO
HP Hood, LLC	5/15/2003			YES
HR Beal & Son, Inc.	3/14/2014			NO
Hale Trailer Brake & Wheel, Inc.	8/6/2003			YES
Haley's Metal Shop, Inc.	1/8/2004	5/9/2007		YES
Ham-Let USA, Inc.	11/24/2015			YES
Hampden, Town of	1/27/1999			YES

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Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
Hancock Lumber Company	4/29/1991			YES
Hanger, Inc.	3/3/2010			NO
Hannaford (Corporate)	5/18/1993	7/25/2000	10/1/1996	YES
Hayes Pump	1/22/2015			NO
Helical Solutions, LLC	1/4/2016			NO
Hertz Corp., The	6/11/2002			NO
Hibernia Media, LLC	8/4/2014			NO
Hinckley Co., LLC, The	9/4/2002			NO
Hollywood Casino Hotel & Raceway	6/29/2005	5/2/2007		YES
Home Depot	11/1/1996			NO
HomeExperts of Maine	3/30/2015			YES
Horizon Solutions, LLC	12/15/2010			NO
Hospice of Southern Maine	7/29/2014			NO
Houlton Police Department	10/19/2007			NO
Huber Engineered Woods, LLC	4/29/1991	4/29/1991	11/1/2016	YES
Huhtamaki Foodservice, Inc.	7/24/1990	7/30/1999		YES
Hunting Dearborn, Inc.	9/23/2014	7/27/2014	7/27/2014	YES
Hussey Seating Company	12/24/1990			YES
Huttig Building Products, LLC	1/14/2009	1/14/2009	1/14/2009	YES
HW Staffing Solutions	3/21/2012			NO
Iberdrola dba Central Maine Power	10/18/1990			NO
ICON Connections, Inc.	3/17/2009			YES
Ikon Office Solutions, Inc.	2/24/1999			NO
Imerys/Americarb, Inc.	7/14/2000			NO
Infab Refractories, Inc.	7/22/1993			YES
Innovative Distribution Services	9/1/2000			YES
Insight Health Corp.	1/12/2016			YES
Installed Building Products (IBP)	12/28/2015	2/1/2016		YES
Insurance Services Office, Inc.	10/31/2008			NO
Irving Forest Products (Dixfield Sawmill)	3/1/2010	7/14/2010		YES
Irving Forest Products (Ashland Sawmill)	7/23/2002	7/23/2002		YES
Irving Woodlands, LLC	4/12/2011			YES
Irwin Tools	1/19/2017			YES
IVC Technologies	12/18/2012			NO
J.T. Hayman Electric	8/21/2015			NO
Jagger Brothers, Inc.	5/14/2001			YES
Jean's Waterproofing, Inc.	7/8/2004			NO

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Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
JF2, LLC	12/8/2005	12/8/2005	12/8/2005	YES
JMS Wind Energy, Inc.	3/10/2016			YES
John Lucas Tree Expert Co.	4/29/1991			YES
Johns Manville (Lewiston)	1/21/1997			YES
Johnson Outdoors Watercraft, Inc.	2/25/2003	2/25/2003		YES
Jotul North America	6/4/2010			NO
Kassbohrer All Terrain Vehicles, Inc.	10/24/2000			YES
Katahdin Forest Management, LLC	5/23/2016			YES
Katahdin Forest Products/Cedar Ideas	1/18/2005	1/18/2005		NO
Katahdin Valley Health Center	2/1/2013			YES
Keeley Crane Service	6/30/2008			NO
Kelly Services, Inc.	1/30/2003			YES
Kelsey's Appliance & Sleep Center, Inc.			7/12/2011	YES
KidsPeace National Centers of New England	5/5/2000			YES
Knox County Homeless Coalition	1/28/2015			YES
Kohl's Department Stores	8/4/2004			YES
Kris-Way Truck Leasing, Inc.	2/11/2009			YES
L & B Electrical Contractors, Inc.	2/25/2003			YES
L M S Intellibound, Inc.	2/8/2004			NO
Lakeside Concrete Cutting, Inc.		9/30/2015		YES
Lane Construction Corp., The	12/16/1992	4/11/2012	4/11/2012	NO
Lasting Impressions Family Dentistry	10/28/2014			NO
Layne Christensen Company	5/30/2012	11/16/2012		YES
Lewiston, City of	4/8/2008			YES
Liberty Bay Recovery Center	10/20/2016	10/20/2016	10/20/2016	YES
Lighthouse Elder Care	2/26/2013			YES
Lincare, Inc.	2/9/2000			YES
Lincoln Paper and Tissue, LLC	1/12/2005			NO
Lohmann Animal Health International	12/4/2001			NO
Lonza Rockland	12/23/2005			YES
Louisiana-Pacific Corp.	5/20/1998	5/20/1998	5/20/1998	YES
Lowe's Companies, Inc.	11/3/2004			YES
MAIBEC Lumber, Inc.	8/10/2007	8/10/2007		NO
Maine Business Services (Manpower)	4/30/2002			YES
Maine Distributors	5/2/2007			YES
Maine Drilling and Blasting	9/9/1999			YES
Maine Medical Center	9/25/2008			YES
Maine Medical Partners/MMC	6/8/2010			YES

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Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
Maine Organic Therapy	5/31/2011	5/31/2011	5/31/2011	NO
Maine Pest Solutions	4/7/2014			NO
Maine Real Estate Management, LLC	2/10/2016			NO
Maine Staffing Group	12/23/2005			YES
Maine Veteran's Homes	9/10/2009			YES
Maine Woods Company, LLC	4/21/1999			YES
Mainely Vinyl, Inc.	9/21/1998			NO
MaineToday Media, Inc.	8/24/2005			NO
Marion Transfer Station, Inc.	4/12/2005	4/12/2005	4/12/2005	YES
Marquis Heating	8/8/2007			YES
Matheson Tri-Gas, Inc.	12/20/2007			YES
Mathews Brothers	1/10/2017			YES
Max Finkelstein, Inc.	5/21/2009			YES
McCain Foods USA, Inc.	2/24/1992	4/28/1998	4/28/1998	YES
McHale & Associates, Inc.	12/31/2009	12/31/2009	2/18/2010	YES
Medical Staffing Network	3/28/2002			NO
Mercy Hospital/EMHS	11/20/2008			YES
Merrimack Mortgage Company, LLC	3/21/2016			YES
Messer Truck Equipment	4/23/2012			NO
Met Life	6/3/2009			NO
Metz Culinary Management	1/22/2013			YES
Mexico Water District	10/29/2003	10/29/2003	11/14/2014	YES
Mid Coast Parkview Health	6/7/2012			YES
Mid-State Machine Products	5/15/1990	8/14/1990	8/14/1990	YES
Midwest Price Co., LLC	9/27/2000	2/12/2002	2/12/2002	YES
Milo Water District	9/15/2004	10/25/2004	10/25/2004	NO
Milton CAT	8/2/2005			YES
Modern Pest Services	11/17/2006			YES
Modula, Inc.			1/7/2013	YES
Montreal, Maine & Atlantic Railway	6/19/1998			NO
Mount Hope Cemetery Corp.	4/15/1995			YES
Mount Saint Joseph Residence & Rehabilitation	12/12/2016			YES
Mountain, Ltd.	9/12/2012	9/12/2012		YES
National Filter Media	6/7/2013			YES
Netflix, Inc.	6/15/2007	6/15/2007	10/10/2007	NO
NeuroRestorative ME (The Mentor Network)	8/26/2014			YES
New England Castings, LLC	10/29/2013			NO
New England Controls		9/11/2014	9/11/2014	YES

Appendix 1 – Employers with approved substance abuse testing policies

Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
New England Life Care	1/6/2015			YES
New England Rehab Hospital of Portland	10/20/1997			NO
New England Window & Door, LLC	1/29/2015	1/29/2015		YES
New York Life Insurance Company	3/28/2002			NO
Newport, Town of	11/8/2006			NO
NextEra Energy, Inc.	6/23/2000			YES
Nichols Portland, LLC	12/22/1998			YES
North Country Tractor, Inc.	4/13/2015			YES
North East Mobile Health Services	1/1/2009			YES
Northeast Air	9/18/2001			YES
Northeast Cable Construction, Inc.			12/18/2014	NO
Northeast Cardiology Associates	11/3/2005			NO
Northeastern Log Homes, Inc.	4/21/2000			NO
Northern Pride Communications, Inc.	6/13/2011	6/13/2011		YES
Nortrax, Inc.	9/11/2002			YES
Norway Water District	11/8/2006			YES
Norway-Paris Solid Waste, Inc.	7/7/2004			YES
Novitex Enterprise Solutions, Inc.	8/10/2015			YES
Oakhurst Dairy	2/28/1990			YES
Oasis DEG, Inc.	11/15/2007	11/15/2007		YES
OC Technical Fabrics, LLC	7/9/1999			NO
Ocean State Job Lot	4/27/2006			YES
O'Connor Constructors	7/9/1999			YES
Ohio Mutual Insurance Group	7/24/2013	8/2/2013		YES
Oldcastle Lawn & Garden	2/9/2012			YES
ON Semiconductor	12/29/2016			NO
OnProcess Technology	2/27/2014	2/27/2014		YES
OTT Communications/Otelco	12/31/2003	12/3/2007	12/3/2007	YES
Oxford Casino, Inc.	2/28/2012	3/18/2014		YES
Oxford Networks	12/3/2003	9/27/2006	9/27/2006	YES
Pack Edge, Inc.	12/12/2014			YES
PAGEmployment, Inc.	6/4/2004			YES
Panolam Surface Systems	9/19/1990			NO
Paradigm Operating Company, LLC	4/16/2009			YES
Paradigm Technology Consulting	12/12/2013			YES
Parker Hannifin Corp. (Kittery)	6/24/1997			YES
Patriot Insurance Company	2/1/2008			YES
Patterson Companies, Inc.	2/1/2016			YES

Appendix 1 – Employers with approved substance abuse testing policies

Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
Paychex, Inc.	6/15/2007	7/23/2008		YES
PC Construction Company	5/26/1998			YES
Peer Technical Group, LLC	7/15/2011			NO
Pegasus Cleaning Corp.	2/15/2007			YES
Penobscot County Sheriff's Office	8/11/1998			YES
Penobscot Energy Recovery Company	6/3/1992			YES
Penobscot Job Corps Center	11/8/2006			YES
Penobscot Regional Communications Center	1/27/1999			YES
Performance Food Group, Inc.	9/19/1990			YES
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	8/2/2005			YES
Pineland Farms Potato Company, Inc.	11/18/2005			YES
Pioneer Wireless			6/21/2012	YES
Piscataqua Landscaping & Tree Service Co., Inc.	12/5/2013	2/20/2014	2/20/2014	YES
Plum Creek Timber Company	10/15/1998			NO
PM Construction Co., Inc.	2/24/2012			YES
Poland Spring Bottling Co.	6/8/1999			YES
Polycor New England	4/28/2015			YES
Portland Fish Exchange, Inc.	6/3/2003			YES
Portland Water District	9/4/2002			YES
Power Generation Consultants, Inc.			11/13/2014	YES
Pratt & Whitney	6/22/1990	6/22/1990		YES
Prime Industrial Recruiters	1/27/2016			NO
Pro Search, Inc.	10/24/2007			YES
Procter and Gamble Tambrands, Inc.	1/13/1999			YES
Professional Teleconcepts, LLC	2/4/2014			YES
Protection Response Training, LLC	9/20/2012			NO
Prudential	11/1/2005			YES
PSC Industrial Outsourcing	11/10/1993		11/16/1998	YES
QuantumClean	3/21/2012			YES
R. Pepin and Sons, Inc. / Pepin Precast, LLC	2/24/2016	3/16/2016		YES
R.A.D Sports	5/7/2015			YES
Radiodetection Corp./SPX	9/5/2003			YES
Ransom Consulting, Inc.	9/11/2008	9/11/2008	9/11/2008	NO

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Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
Real Soft, Inc.	6/11/2015			YES
Reed & Reed, Inc.	6/25/1992	5/9/2007	8/12/2015	YES
ReEnergy Biomass Operations, LLC	5/14/2008	5/14/2008	5/15/2013	YES
Re-Harvest, Inc.	5/28/2008			YES
Remedy Compassion Center, Inc.	1/3/2011	1/3/2011		YES
Residence Inn Downtown Portland	5/11/2009			NO
Resource Real Estate Management, Inc.	7/9/2009			NO
RN Network	11/30/2012			NO
Rock Coast Personnel	9/18/2014			YES
Rockland Marine Corp.	1/24/2007			NO
RTS Packaging, LLC	7/14/2011	10/5/2011		YES
RxAnte, LLC	6/15/2015		6/15/2015	YES
Safe Alternatives	5/13/2011			YES
Safe Approach, Inc.	12/15/2015		12/28/2015	NO
SAGE Dining Services, Inc.	9/11/2011			YES
Salmon Falls Nursery, Inc.	2/26/2013	3/26/2013		YES
Salt Associates, LLC	5/19/2014			YES
Sanborn Head & Associates, Inc.		6/6/2011	6/6/2011	YES
Sanel Auto Parts	12/6/2007	12/6/2007		YES
Sappi Fine Paper (Somerset)	1/22/2015	12/30/1993		YES
Sappi Fine Paper (Westbrook)	4/29/1991	12/30/1993		YES
Sargent Corp.	4/17/1996			YES
SBA Network Services, LLC	2/4/2004	9/4/2004	9/4/2004	YES
SBM Site Services, LLC	6/16/2009			YES
Scarborough, Town of	2/25/2003			YES
Schnitzer Steel Industries, Inc.	4/5/2007			YES
Scholastic Book Fairs	5/2/2001	5/2/2001	5/2/2001	YES
Scientific Games	10/15/2013			NO
ScribeAmerica, LLC	4/25/2013			YES
Seaboard Security	9/15/2004	2/19/2008	2/19/2008	YES
Seacoast Angels		8/1/2013		NO
Securitas Security Services USA	9/15/2004			YES
Security Shredding, Inc.	1/4/2010	1/4/2010	5/14/2010	NO
Select Rehabilitation	1/6/2015			YES
Senior Operations, LLC	12/4/2008	12/4/2008	12/4/2008	NO
Shaw's Supermarkets, Inc./Wells Distribution Center	6/10/2000	10/9/2008		YES
Shaw's Supermarkets/Stores Only	11/18/2005			YES
Silver's Auto Parts, Inc.	6/9/2011			YES

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Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
Skowhegan, Town of	8/28/1998			YES
Smart Transportation	1/5/2016			YES
Smith & Wesson Corp.	3/27/2003			YES
Sodexo Inc.	3/3/2008			YES
Software Folks	6/16/2015			NO
Somerset County	3/23/2016			YES
Somic America	9/17/1999			YES
Sonoco Products Company	7/31/1991	6/4/2013		YES
South Portland, City of	11/7/2006			YES
Specialty Minerals, Inc.	4/6/1996	4/3/1997		NO
Spectraforce Technologies, Inc.	2/19/2016			NO
Spectrum Staffing Solutions, LLC	1/24/2014			NO
Sprague Operating Resources, LLC	4/13/1995			NO
Springborn Staffing/Industrial Staffing	11/15/2005			YES
Spudnik Equipment Company, LLC	8/16/2005	9/10/2013	9/10/2013	YES
St. Mary's Health System	7/19/1995			YES
Staff Management	1/20/2004			NO
Standard Waterproofing, Inc.	4/13/1998	5/17/2011		YES
Standard, The	3/25/2003			NO
Star West Generation Management Company	4/25/2016			YES
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.	2/8/2016			YES
Steele CIS, LLC	2/17/2016			YES
Strom Engineering of Florida, Inc.	4/8/2015			YES
Sullivan & Merritt Constructors, Inc.	5/18/1993			YES
Susan J. Szwed P.A.	8/8/2013			YES
T&D Timber Products	2/27/2015	2/27/2015		NO
Target Corp.	7/9/2001			YES
Tate & Lyle Ingredients America, Inc.	5/2/2008			YES
TD Bank	6/5/2009			YES
Ted Berry Company, Inc.	4/17/2013			YES
TEMPO Employment Services	3/3/2008			YES
Texas Instruments	12/22/1999			YES
The Aroostook Medical Center (TAMC)/EMHS	11/15/2010			YES
The Hynes Group	1/29/2015	1/28/2015		YES
The Press Hotel	3/10/2015	3/10/2015		YES

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Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
Thermo Fisher Scientific	3/26/2015			YES
Tilson Technology Management, Inc.	11/4/2013	11/19/2013		YES
Time Warner Cable	1/20/2004			YES
Tiqa, LLC	6/4/2014			YES
Titan Machine Products	9/9/2009			NO
Topp Knotch Personnel, Inc.	5/27/2015			NO
Townsend Tree Service	5/7/2012			YES
TPD Construction Co., Inc.		2/28/2012		YES
Tracer Construction, LLC	3/19/2009			NO
Trans-Tech Industries, Inc.	9/27/2000			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
True Textiles, Inc.	1/26/1999			YES
TrueBlue	3/26/2013			YES
Turbine Generator Maintenance, Inc.	11/3/2010			YES
Twin City Tire	1/13/2016		1/19/2016	YES
Twin Rivers Paper Company, LLC	4/15/1994	3/28/2014	9/23/1998	NO
U.S. Cellular	5/5/2000			YES
U.S. Intermodal, Inc.	4/20/2016			YES
Unified Parking Partners Maine and NH, LLC	12/2/2013	12/29/2015		YES
Unifirst Corp.	5/20/1993			YES
Union Farm Equipment	4/30/2014			YES
Uniship Courier Services, LLC	4/25/2011			YES
UnitedHealth Group	6/1/2016			YES
V.I.P., Inc.	10/4/2011			YES
Veritiv Corp.	7/21/1993			YES
Vermont Mutual Insurance Group	5/25/2011			NO
Verso Corp. (Androscoggin Mill)	11/5/1990	6/9/1994		YES
Ver-Tran, Inc.			2/27/2013	YES
Vescom Corp.	5/18/1993			NO
Vestas-American Wind Technology	7/9/2010			NO
Vic Firth Company	8/12/2013			NO
Volk Packaging Corp.	8/17/2006			YES
VOLT Workforce Solutions	2/17/2012			YES
Von Mehl Company, Inc.	7/15/2014	7/15/2014	7/15/2014	NO
Waldron Group of Companies	2/7/2007			NO
Walgreen Co.	4/22/2010			NO

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Employers with active policies in 2016	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2016 Survey Response
Wal-Mart Stores, Inc.	3/31/1998			NO
Walpole Outdoors	2/12/2001			YES
Wausau Financial Systems, Inc.	11/23/2015			YES
Wayfair Maine, LLC	6/2/2016			YES
Wellness Connection of Maine	6/19/2015	6/19/2015		YES
WGME, Inc.	1/29/2008			YES
Woodard & Curran, Inc.	9/8/2010			YES
Woodland Pulp, LLC & St. Croix Tissue	7/31/1991	6/22/2001	2/9/2009	YES
Wright-Pierce	2/28/2012			YES
Wright-Ryan Construction, Inc.	2/24/2005			YES
Wyman & Simpson, Inc.	5/18/1993			YES
Xerox Corp.	11/10/2016			YES
Xpress Natural Gas	2/12/2012	1/16/2013	3/12/2013	NO
York Hospital	10/18/2016			YES
Zampell Refractories, Inc.	12/30/1993	12/30/1993	12/30/1993	YES
Policy Totals	526	147	86	

NOTE: Out of the 541 policies in 2016 that were approved and active, only 399 employers responded to the mandatory survey, leaving 142 employers that did not respond. Of the 399 that responded, 89 were employers that did not conduct any testing in 2016.

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