

MAINE DEPARTMENT OF LABOR



Substance Abuse Testing Report, 2010

An Annual Report

March 2011

Prepared by: David Grudda and Kirk Duplessis

MAINE
DEPARTMENT OF
LABOR
Labor Standards



PAUL R. LEPAGE
GOVERNOR

STATE OF MAINE
DEPARTMENT OF LABOR
BUREAU OF LABOR STANDARDS
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AUGUSTA, MAINE
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LAURA BOYETT
ACTING COMMISSIONER

MICHAEL ROLAND
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

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

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

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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.

	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.

<u>Industry</u>	<u>Policies</u>	<u>Valid Tests</u>	<u>Positives</u>	<u>Positive %</u>
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.

<u>Substance</u>	<u>Employers Testing</u>	<u>Total Tests</u>	<u>Positive Tests</u>	<u>Percent Positive</u>	<u>As a Percent of Positive Tests</u>
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**

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

Appendix 1

Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
@WORK Personnel Services	7/2/1996		
A A A of Northern New England, Inc. <i>Maine Automobile Association</i>	10/29/2003		
A B C Supply Company Inc <i>American BLDRS & Contr. Supply Company, Inc.</i>	12/2/2009	12/2/2009	
A C S	6/7/2006	6/7/2006	
A V X Tantalum Corp.	9/27/2000		
A W S <i>Alternative Warehouse Services, Inc.</i>	2/24/1999		
Acme-Monaco Corporation	1/7/2003		
Acuren Inspection <i>Longview Inspections</i>	10/6/2000		
ADECCO Employment Services <i>Olsten Staffing Services</i>	8/12/1997		
Aetna Inc. <i>Aetna Life Insurance Company</i>	2/16/2000		
AG World Support Systems, LLC	3/25/2010		
Air Temp, Inc. <i>Air Temp Mechanical Contractors</i>	8/6/2003		
Alexander & Associates	1/2/2001	4/1/2003	
Allstate Insurance Company	3/25/1991		
AMEC Earth & Environmental, Inc.	11/17/2010		
American Aerial Services, Inc.	5/11/2007	3/4/2008	3/4/2008
American 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. <i>Atlantic Industrial Co., North Atlantic Scaffolding</i>	12/3/2007	4/29/2008	
Atwood Lobster Company <i>William Atwood Lobster Company</i>	10/13/2006		

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Auburn, City of	6/9/1994		
Automotive Supply Associates, Inc.	12/6/2007	12/6/2007	
B & M Baked Beans <i>B & G Foods, Inc.</i>	9/4/2002		
B B I Waste / Blow Bros.	9/11/2008		
B J's Wholesale Club, Inc.	6/9/1994		
Backyard Farms, LLC <i>U. S. Functional Foods, LLC</i>	8/15/2006		
Baileyville Police Dept.	2/24/1999	7/22/2002	7/22/2002
Bancroft Contracting Corp	2/1/1994		
Bangor Area Visiting Nurses <i>Eastern Maine HomeCare</i>	12/16/1992		
Bangor Gas Company	6/11/2002	4/12/2005	
Bangor Hydro Electric Company	12/23/2009		
Bangor International Airport	10/26/2005	10/26/2005	10/26/2005
Bangor Mall, LLC <i>Kravco Simon</i>	4/13/1995		
Bank of America Child Development Center <i>Bright Horizons Family Solutions</i>	4/30/2002		
Barber Foods	9/9/1997		
Barclays	4/30/2008		
Bath Iron Works	2/27/1990	9/4/2002	9/4/2002
Bath Water District	1/29/2003		
Best Buy Stores, LP	12/16/1998		
Biddeford Internet Corporation <i>GWI (Great Works Internet)</i>	8/11/2005		
Big Brothers Big Sisters	6/28/2010		
Blake Equipment Company <i>Northeast Mechanical Corporation.</i>	12/21/1998	12/21/1998	
Bob's Discount Furniture of Massachusetts <i>Bob's Discount Furniture, Inc.</i>	3/11/2004		
Boise Structural Solutions <i>Boise Cascade</i>	6/3/2009	10/5/2009	

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	Approved	Approved	Approved
Bonney Staffing Center <i>Bonney Staffing & Training Centers</i>	1/2/2003		
Boralex <i>Boralex Biomass Operations, Inc.</i>	5/14/2008	5/14/2008	
Brewer Housing Authority	9/11/2008		
Brewer, City of	12/12/2000		
Brockway-Smith	1/28/2003		
C C B, Inc. <i>K C S, Inc.</i>	6/2/1998		
C C I Systems, Inc <i>Cable Constructors, Inc.</i>	6/21/2002	6/21/2002	6/21/2002
C E C Entertainment	2/10/2009		
C P M Constructors	5/9/2007		
C. N. Brown Company	6/6/2001		
Cabela's Retail, Inc.	1/15/2008		
Calais, City of	6/3/2003		
Capital Area Staffing Solutions	9/7/2006		
Cascades Auburn Fiber	8/8/2007	8/16/2006	
Casella Waste Systems, Inc. <i>Sawyer Environmental Services</i>	12/16/1998		
Casey Industrial, Inc.	4/10/2007		
CCH Small Firm Services <i>Universal Tax Systems</i>	11/19/2008		
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 <i>Cives Corporation</i>	10/18/1990	12/28/1998	
Coca-Cola Bottling Co. of Northern New England	12/29/1992	8/17/1993	

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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. <i>Contech Stormwater Solutions</i>	6/17/2006		
Contemporary Staffing Solutions	8/12/2009		
Corinth Wood Pellets, LLC	1/26/2007		
Corning, Inc. <i>Corning, Inc., Life Sciences Div.</i>	9/19/2001		
CoWorx Staffing Services, LLC	3/14/2007		
CPRC Group <i>Commercial Paving & Recycling</i>	4/3/2006		
CRI-SIL, LLC <i>Immix Technologies, LLC</i>	10/24/2000		
Crystal Clear Communication	4/16/2009		
Cummins Northeast, LLC	10/13/2010		
D & G Machine Products, Inc.	7/31/1991		
D. L. Thurrott Air <i>The Inesco Group</i>	1/28/2002		
Damon Mechanical Services <i>Damon Refrigeration Company, Inc.</i>	4/13/2005		
Danforth Habilitation	5/28/2008		
Darden Restaurants, Inc. <i>Rare Hospitality International, Inc.</i>	9/17/1999	9/17/1999	
Davey Tree Expert Company	10/24/2008	10/24/2008	10/24/2008
Dennis Paper & Food Service <i>Dennis Beverage Co.</i>	12/24/1991		
Dingley Press	8/5/2006		
Diver Down Underwater Services <i>Enclave Development</i>	12/4/2001		
Doherty Employment Group	11/15/2007	11/15/2007	

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Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Down East Toyota-Scion-Buick <i>Down East Toyota-Buick</i>	2/9/2000		
Dragon Products	6/7/2007		
Ducktrap River of Maine <i>Fjord Seafood USA</i>	12/28/1998		
Duratherm Window Corporation	10/8/2003		
Dysarts Service	6/28/2010		
E. S. Boulos Company <i>ESB</i>	6/2/1998		
Eastern Fire Protection/Eastern Sprinkler Services	10/8/2003		
Eastern Maine Healthcare <i>Eastern Maine Medical Center</i>	1/15/1991		
Eaton Electrical, Inc. <i>Cutler Hammer, Inc.</i>	9/2/1999		
Ed Hodsdon Masonry	4/29/2008		
Electronic Mobility Controls	3/31/2010		
Ellsworth Builders Supply, Inc.	9/25/1990		
Elmet Technologies <i>Philips Elmet, Philips Electronics</i>	10/4/1990		
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. <i>EPI</i>	6/30/2008		
ESOCO Orrington, Inc.	6/3/1992		
Etna, Town of	2/19/2009	2/19/2009	2/19/2009
Everett J. Prescott <i>E. J. Prescott</i>	2/25/2000		
Evonik Cyro, LLC <i>Cyro Industries</i>	7/24/1990		
Express Personnel Services	10/12/2006		
F M C Corp. <i>F M C BioPolymer Corp.</i>	3/22/1990	5/18/1993	5/18/1993

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Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
F P L Energy Maine Operating Services, LLC <i>Florida Power and Light</i>	6/23/2000		
FairPoint Communications <i>Verizon New England, Nynex</i>	10/5/1994	10/5/1994	10/5/1994
Federal Marine Terminals, Inc	3/25/2009	3/25/2009	3/25/2009
Federal Program Integrators, LLC	8/4/2010		
Fiber Materials, Inc.	6/27/1990		
First Protection Services, Inc.	2/18/2004	5/13/2008	9/16/2009
Fisher Engineering <i>Fisher, LLC</i>	4/17/1996	4/17/1996	
Flemish Master Weavers <i>Rainbow Rugs, Inc.</i>	11/21/1990		
Forest Avenue Veterinary Hospital	9/15/2009		
Formed Fiber Technologies, Inc. <i>Gates Formed Fibre Products</i>	12/12/2000		
Formtek, Inc. <i>Cooper-Weymouth, Peterson & Rowe Machinery</i>	4/23/2004		
Fraser Papers Ltd. <i>Nexfor/Fraser Papers Ltd.</i>	4/15/1994		9/23/1998
Fraser Timber Ltd. <i>Nexfor/Fraser Timber Ltd.</i>	8/10/2007	8/10/2007	
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. <i>Gagne & Sons, Inc.</i>	3/12/2004		
Ganneston Construction Corporation	1/14/2009		
Garelick Farms of Maine <i>Grant's Dairy</i>	5/20/1998		
General Dynamics ATP <i>General Dynamics Armament Systems</i>	2/28/1990	8/7/1991	6/16/1993
General Electric (Auburn)	10/18/1990		
General Electric (Bangor)	5/24/1990		
General Parts, Inc./Carquest <i>Carquest Distribution Center</i>	11/25/1997	4/27/1999	4/27/1999
Genplex, Inc.	9/15/2009		

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Genuine Parts Company <i>N A P A Auto Parts</i>	9/27/2005	10/14/2005	
Giroux Oil Service Company	11/3/2004		
Goodall Landscaping	11/12/2009		
Gorham Sand & Gravel	6/21/2010		
Grainger Industrial Supply <i>W. W. Grainger, Inc.</i>	5/30/2000		
Great Falls Construction <i>Great Falls Builders, Inc.</i>	11/17/2006		
Guardian Pharmacy, LLC <i>Waltz Long Term Care Pharmacy</i>	6/4/2010		
Guardsmark, LLC <i>Guardsmark, Inc.</i>	12/5/1996		
Gulf Oil Limited Partnership	8/12/2008	8/12/2008	8/12/2008
H M S Host International <i>Autogrill Group, Inc.</i>	1/5/1996		
H P Hood, LLC <i>H P Hood, Inc.</i>	5/15/2003		
H. Finkleman Co. - Schnitzer NorthEast <i>New England Metal Recycling, LLC</i>	4/5/2007		
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 <i>Hinckley Yachts</i>	9/4/2002		
Hollywood Slots at Bangor <i>Bangor Historic Track, Inc.</i>	6/29/2005	4/27/2007	
Home Depot	11/1/1996		
Hostess Brands <i>Interstate Brands Company</i>	1/3/1992		
Houlton Police Department	10/19/2007		

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Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Huber Engineered Woods, LLC <i>J. M. Huber Corp., Easton Dept.</i>	4/29/1991	4/29/1991	
Huhtamaki <i>Huhtamaki Food Services, Inc.</i>	7/24/1990	7/30/1999	
Hussey Seating Company	12/24/1990		
Huttig Building Products	1/14/2009	1/14/2009	1/14/2009
ICON Connections, Inc.	3/17/2009		
Idearc Media Corp.	5/25/2008		
Ikon Office Solutions, Inc.	2/24/1999		
Imerys/Americarb, Inc. <i>Imerys Pigments & Additives Group</i>	7/14/2000		
INFAB Refractories <i>Atlantic Contracting & Specialties</i>	7/22/1993		
Innovative Distribution Services <i>Speedy Warehouse Services, Inc.</i>	9/1/2000		
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 <i>On Target Utility Services</i>	12/8/2005	12/8/2005	12/8/2005
Johns Manville (Lewiston) <i>Schuller International</i>	1/21/1997		
Johnson & Jordan, Inc.	3/11/2005		
Johnson Outdoors Watercraft, Inc. <i>Old Town Canoe</i>	2/25/2003	2/25/2003	
Jotul North America	6/4/2010		
Kassbohrer All Terrain Vehicles, Inc.	10/24/2000		
Katahdin Forest Products/Cedar Ideas	1/18/2005	1/18/2005	
Katahdin Paper Company LLC <i>Great Northern Paper/Bowater</i>	12/16/1992	7/13/2005	7/13/2005
Keeley Crane Service	6/30/2008		

Appendix 1

Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Kelly Services, Inc.	1/30/2003		
Kennebunkport Police Department	3/28/2002		
KidsPeace National Centers of New England <i>KidsPeace Nat'l Ctrs for Kids in Crisis of New Eng</i>	5/5/2000		
Kohl's Department Stores	8/4/2004		
Kris-Way Truck Leasing, Inc	2/11/2009		
L & B Electrical Contractors, Inc.	2/25/2003		
L K Q Gorham Auto Parts, Inc. <i>Gorham Auto Parts</i>	12/6/2004	8/17/2005	
L M S Intellibound, Inc. <i>Labor Management Service</i>	2/8/2004		
Lane Construction Corp., The <i>Lane Industries</i>	12/16/1992		
Lewiston, City of	4/8/2008		
Lincare, Inc.	2/9/2000		
Lincoln Paper and Tissue, LLC <i>Lincoln Pulp and Paper</i>	1/12/2005		
Lohmann Animal Health International <i>Maine Biological Laboratories</i>	12/4/2001		
Lonza Rockland <i>Cambrex Bio Science Rockland</i>	12/23/2005		
Louisiana-Pacific Corporation	5/20/1998	5/20/1998	5/20/1998
Lowe's Home Centers, Inc.	11/3/2004		
Lucas Tree Expert Company, Inc.	4/29/1991		
M B Bark	4/3/2006		
M Drug, LLC <i>Miller Drug</i>	11/15/2010		
Madison Paper Industries	4/19/1990		
Maine Business Services <i>Manpower</i>	4/30/2002		
Maine Distributors	5/2/2007		
Maine Drilling and Blasting	9/9/1999		
Maine Medical Center	9/25/2008		

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Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Maine Medical Partners <i>Practice Partners</i>	6/8/2010		
Maine Plastics <i>Consolidated Container Co., LP</i>	7/21/2000		
Maine Public Service	6/13/1990		
Maine Veteran's Homes	9/10/2009		
Maine Woods Company, LLC	4/21/1999		
Mainely Vinyl, Inc.	9/21/1998		
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. <i>McCain Foods, Inc.</i>	2/24/1992	4/28/1998	4/28/1998
McHale & Associates, Inc.	12/31/2009	12/31/2009	2/18/2010
Medical Staffing Network	3/28/2002		
Mercy Hospital	11/20/2008		
Met Life <i>Met Life Group, Inc.; Metropolitan Life Insurance</i>	6/3/2009		
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 <i>Southworth-Milton, Inc.</i>	8/2/2005		
Modern Pest Services	11/17/2006		
Montreal, Maine & Atlantic Railway <i>Bangor & Aroostook Railroad</i>	6/19/1998		

Appendix 1

Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Morin Brick Company	6/15/2010		
Mount Hope Cemetery Corporation	4/15/1995		
Mr. Signs, Inc.	10/22/2007	10/22/2007	
Multiband <i>DirectTech NE</i>	9/15/2005		
N R F Distributors, Inc.	6/30/2004		
Nadeau's Refrigeration <i>Ran Enterprises</i>	7/23/2009		
National Semiconductor Corp.	12/22/1999		
Naturally Potatoes <i>Basic American Foods Division, LLC</i>	11/18/2005	8/7/2007	
Netflix, Inc.	6/15/2007	6/15/2007	10/10/2007
New England Insulation	4/29/1999		
New England Rehab Hospital of Portland <i>HealthSouth Corporation</i>	10/20/1997		
New England Truck Tire Centers, Inc.	4/8/2004		
New York Life Insurance Company	3/28/2002		
Newark Paperboard Products <i>Gardiner Paperboard</i>	8/15/1997		
NewPage Corporation <i>MeadWestvaco Corporation</i>	3/19/1990	10/25/1990	10/25/1990
Newport, Town of	11/8/2006		
Nichols Portland (div Parker Hannifin)	12/22/1998		
North American Industrial Services	4/7/2009		
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		

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Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Norway-Paris Solid Waste, Inc.	7/7/2004		
Oakhurst Dairy	2/28/1990		
OC Composites, LLC <i>O C V Technical Fabrics</i>	7/9/1999		
Ocean State Job Lot	4/27/2006		
O'Connor Constructors, Inc. <i>Thomas O'Connor & Company, Inc.</i>	7/9/1999		
Old Town Lumber Company, Inc.	4/21/2000		
Omicare Pharmacy of Maine <i>Includes NCS and Pharm Corp</i>	3/29/2002	12/3/2003	12/3/2003
OTT Communications <i>Country Road Communications</i>	12/31/2003	12/3/2007	12/3/2007
Oxford Networks <i>Oxford County Telephone Service</i>	12/3/2003	9/27/2006	9/27/2006
P F G Northcenter <i>Northcenter Foodservice Corporation</i>	9/19/1990		
P S C Industrial Outsourcing <i>Philip Services Corp North Atlantic, Inc.</i>	11/10/1993		11/16/1998
PAGEmployment <i>Page Employment, Inc.</i>	6/4/2004		
Panolam Industries International <i>Pioneer Plastics Corp.</i>	9/19/1990		
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 <i>PenBay Medical Center</i>	5/2/2007		
Penobscot County Sheriff's Office	8/11/1998		
Penobscot Job Corps Center <i>Career Systems Development Corp.</i>	11/8/2006		
Penobscot Regional Communications Center	1/27/1999		
Pepsi Bottling Group, The <i>Seltzer & Rydholm</i>	12/29/1992	10/10/2007	
Perma Treat Corporation <i>Aroostook & Bangor Resources, Inc.</i>	3/13/2001		

Appendix 1

Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Pharm Corp of Maine, LLC <i>Omnicare</i>	3/29/2002	12/3/2003	12/3/2003
Phoenix Houses of New England	3/19/2009		
Pike Industries, Inc. <i>Tilcon of Maine</i>	10/4/1990		
Pine Environmental Services, Inc.	11/16/2007		
Pine State Trading Company	8/2/2005		
Pizzagalli Construction Co., Inc.	5/26/1998		
Plum Creek Timber Company <i>Plum Creek Marketing, Inc.</i>	10/15/1998		
PlumChoice, Inc	10/28/2010		
Poland Spring Bottling Co. <i>Nestle Waters North America</i>	6/8/1999		
Pollack Corporation, The <i>G. M. Pollack & Sons</i>	8/25/1992		
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 <i>United Technologies Company</i>	6/22/1990	6/22/1990	
Pro Search, Inc.	10/24/2007		
Procter and Gamble Tambrands, Inc. <i>Tambrands, Procter & Gamble Tambrands</i>	1/13/1999		
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 <i>RailWorks Track Services, Inc.</i>	4/16/2008		

Appendix 1

Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
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. <i>Resource Residential</i>	7/9/2009		
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) <i>S. D. Warren</i>	5/28/1991	12/30/1993	
Sappi Fine Paper (Westbrook) <i>S. D. Warren</i>	4/29/1991	12/30/1993	
Sargent Corporation <i>H. E. Sargent</i>	4/17/1996		
Savage Safe Handling, Inc <i>Safe Handling, Inc</i>	5/10/2007	3/31/2008	3/31/2008
SBM Site Services, LLC	6/16/2009		
Scarborough, Town of	2/25/2003		
Scholastic Book Fairs <i>Scholastic, Inc.</i>	5/2/2001	5/2/2001	5/2/2001
Scooter Store, The	10/26/2005		
Seaboard Security	9/15/2004	2/19/2008	2/19/2008
Securitas Security Services U S A <i>Burns Security, Halls Security Services, Inc.</i>	9/15/2004		
Security Shredding, Inc.	1/4/2010	1/4/2010	5/14/2010
ServiceMaster <i>ServiceMaster of Lake Region</i>	11/20/2008		
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		

Appendix 1

Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Sisters of Charity Health System <i>Includes St. Mary's, SMRMC, SOCHS, DYP, WORKMED</i>	7/19/1995		
Skowhegan, Town of	8/28/1998		
Smith & Wesson Corporation	3/27/2003		
Sodexo America, LLC	3/3/2008		
Solon Manufacturing Co.	7/19/1995		
Somic America <i>Brewer Automotive Components, B A C, Inc.</i>	9/17/1999		
Sonoco Products Company	7/31/1991		
South Portland, City of	11/7/2006		
Specialty Minerals, Inc.	4/6/1996	4/3/1997	
Spiller's <i>R G M Enterprises</i>	10/16/2009		
Sprague Energy Corporation	4/13/1995		
Springborn Staffing/Industrial Staffing <i>Worksource Staffing</i>	11/15/2005		
Spudnik Equipment Company, LLC	8/16/2005		
SPX Communications Technology <i>Dielectric Communications</i>	7/9/1999		
Staff Management	1/20/2004		
Standard Waterproofing, Inc.	4/13/1998		
Standard, The <i>Standard Insurance Company, The</i>	3/25/2003		
Station Class Constructors, Inc.	1/26/2001	2/6/2001	2/6/2001
Steam Turbine Services, Inc	2/18/2010		
Sullivan & Merritt, Inc.	5/18/1993		
Sustainable Forest Technologies, Inc.	7/2/2008		
T D Bank NA <i>T D Bank North</i>	6/5/2009		
Target Corporation	7/9/2001		
Tate & Lyle Ingredients America, Inc.	5/2/2008		

Appendix 1

Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
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 <i>Tracer Industries Management Co</i>	3/19/2009		
Trans-Tech Industries, Inc.	9/27/2000		
Trask-Decrow Machinery, Inc.	7/2/2008		
Travelers <i>St. Paul Travelers, St. Paul Companies</i>	7/24/1990		
True North Hotel Group <i>Residents Inn by Marriot</i>	5/11/2009		
True Textiles, Inc <i>InterFace Fabric, Interior Fabrics Group</i>	1/26/1999		
Turbine Generator Maintenance, Inc.	11/3/2010		
U B S Financial Services, Inc. <i>Paine Webber, Inc.</i>	4/23/2004		
U. S. Cellular	5/5/2000		
Unifirst Corporation	5/20/1993		
Union River Boat Company	7/22/2008		
Union Water Power Co.	7/21/2000	4/2/2003	4/2/2003
University of New England, College of Pharmacy	7/1/2009		
UTC Fire & Security <i>G E Security, Edwards Systems Technology</i>	5/1/2003		
Utility Shared Services	3/3/2008		
Valley National Gases WV, LLC <i>Advantage Gases and Tools</i>	12/20/2007		
Verso Paper (Androscoggin Mill) <i>International Paper</i>	11/5/1990	6/9/1994	
Verso Paper (Bucksport Mill) <i>International Paper</i>	3/23/1990	9/19/2001	9/19/2001
Vescom Corporation	5/18/1993		
Vestas-American Wind Technology	7/9/2010		
VingTech Corporation	11/16/2007		

Appendix 1

Employers approved for substance abuse testing, type of testing allowed and dates of approval.

Employer	Applicant	Probable	Random/Arbitrary
Former Name or Alias	Testing	Cause Testing	Testing
	Approved	Approved	Approved
Volk Packaging Corporation	8/17/2006		
W G M E, Inc. <i>Sinclair Broadcast Group, Inc.</i>	1/29/2008		
WahlcoMetroflex, Inc.	12/4/2008	12/4/2008	12/4/2008
Waldron Group of Companies	2/7/2007		
Walgreen Co.	4/22/2010		
Wal-Mart Stores, Inc.	3/31/1998		
Walpole Woodworkers, Inc.	2/12/2001		
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 <i>Calpine Corporation</i>	10/18/1999		
Windward Petroleum	1/16/2008		
Wise Business Forms, Inc. <i>E P X</i>	6/3/2003		
Woodard & Curran, Inc.	9/8/2010		
Woodland Pulp, LLC <i>Domtar Industries, Inc.</i>	7/31/1991	6/22/2001	
Wright-Ryan Construction, Inc.	2/24/2005		
Wyman & Simpson, Inc.	5/18/1993		
XPEDX <i>Division of International Paper</i>	7/21/1993		
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.

<i>Employer</i>	<i>Location</i>	
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

<i>Employer</i>	<i>Location</i>	
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 Name	Address	Date Expires
ACM Medical Laboratory	160 Elmgrove Park Rochester, NY 14264	05/01/11
Advanced Toxicology Network	3560 Air Center Cove, Suite 101 Memphis, TN 38118	11/05/11
Aegis Analytical Laboratories	345 Hill Avenue Nashville, TN 37210	10/14/11
Ammon Analytical Laboratory	1622 South Wood Avenue Linden, NJ 07036	03/01/11
Calloway Drug Testing Labs	34 Commerce Way Woburn, MA 01880	07/01/11
Clinical Reference Laboratory	8433 Quivira Rd. Lenexa, KS 66215	08/20/11
DrugScan, Inc.	1119 Mearns Rd. Warminster, PA 18974	07/10/11
Kroll Laboratory Specialists, Inc.	1111 Newton St. Gretna, LA 70053	05/08/11
Laboratory Corp. of America Holdings	P.O. Box 12652 1904 Alexander Dr. Research Triangle Park, N.C. 27709	01/10/11
Laboratory Corp. of America Holdings	69 First Ave. Raritan, NJ 08869	03/12/11
MAXXAM Analytics, Inc.	6740 Campobello Rd. Mississauga, Ontario Canada L4Z 1p1	05/15/11
Medtox Laboratories, Inc.	402 West County Rd. D Saint Paul, MN 55112	03/01/11
Psychemedics Corp.	5832 Uplander Way Culver City, CA 90230	12/27/11
Quest Diagnostics	3175 Presidential Dr. Atlanta, GA 03040	03/12/11

Appendix 3

Laboratory Name	Address	Date Expires
Quest Diagnostics	10101 Renner Blvd. Lenexa, KS 66219	07/27/11
Quest Diagnostics	400 Egypt Rd. Norristown, PA 19403	06/24/11