

Employer Substance Use Testing Policies

The Labor Committee held a public hearing last week on [LD 2110](#), a bill that would significantly change Maine's employer substance use testing framework. The Retail Association of Maine and the Maine Grocers & Food Producers Association testified in opposition, raising concerns that the bill would add cost, complexity, and uncertainty to an already highly regulated system, particularly through the creation of a mandatory Medical Review Officer with broad authority over test results and reporting. Testimony emphasized the importance of preserving employers' ability to manage workplace safety, especially in safety-sensitive and customer-facing environments

Encouragingly, both committee members and the Department of Labor appeared receptive to many of these concerns during the hearing, and there was clear acknowledgment that the bill, as drafted, raises practical and policy challenges. Several legislators signaled interest in exploring amendments that could better balance employee protections with employer responsibility and accountability. While no action was taken at the hearing, there is growing belief that a compromise approach may be possible as the bill moves forward, and we will remain actively engaged in those discussions.