

Good morning, Senator Tipping, Representative Roeder, and fellow members of the Committee on Labor.

I am Representative Skold, and I am here to introduce LD 2110, *An Act to Update Employer Substance Use Testing Policy Requirements*, submitted by the Department of Labor.

This bill makes targeted updates to Maine's existing statutory framework governing employer substance use testing policies. Specifically, it clarifies and modernizes the language in Title 26, Section 681 and related provisions, to ensure that Maine's labor laws reflect current workplace practices around substance use disorder, rehabilitation, and impairment. These updates include reaffirming that employers may establish policies supplemental to existing law, refining definitions, and reinforcing that testing programs must be conducted in a manner that protects employee rights and safety. It also reinforces that employees with substance use disorders should be provided opportunities for rehabilitation and return-to-work when appropriate.

I understand the Department of Labor has been actively communicating and meeting with stakeholders, including representatives from business and labor, on this bill, and I appreciate the thoughtful engagement and feedback that has helped shape its provisions. As I understand it, there may be some changes to the language before you. I will let the Department, and stakeholders, speak to those changes.

I respectfully ask for your support of LD 2110 and am happy to answer any questions you may have, though I know representatives from the Department are here as well. Thank you.