

(3) "Controlled dangerous substance" has the meaning stated in Article 27, § 277 of the Code.

(4) "Job-related" means any alcohol or controlled dangerous substance testing used by an employer for a legitimate business purpose.

(5) "Laboratory" means a facility or other entity that conducts job-related alcohol or controlled dangerous substance testing.

(6) "SPECIMEN" MEANS ~~BLOOD, URINE, OR HAIR DERIVED FROM THE HUMAN BODY;~~

(I) BLOOD DERIVED FROM THE HUMAN BODY;

(II) URINE DERIVED FROM THE HUMAN BODY; OR

(III) HAIR DERIVED FROM THE HUMAN BODY AS PROVIDED IN SUBSECTION (B)(2) OF THIS SECTION.

(b) (1) An employer who requires any person to be tested for job-related reasons for the use or abuse of any controlled dangerous substance or alcohol shall:

[(1)](I) Have the specimen tested by a laboratory that:

[(i)]1. Holds a permit under this subtitle; or

[(ii)]2. Is located outside of the State and is certified or otherwise approved under subsection (e) of this section; and

[(2)](II) At the time of testing, at the person's request, inform the person of the name and address of the laboratory that will test the specimen.

~~(2) HAIR DERIVED FROM THE HUMAN BODY MAY BE USED AS A SPECIMEN ONLY FOR THE PURPOSES OF PRE-EMPLOYMENT DRUG TESTING.~~

(2) (I) AN EMPLOYER WHO REQUIRES ANY PERSON TO BE TESTED FOR JOB-RELATED REASONS FOR THE USE OR ABUSE OF ANY CONTROLLED DANGEROUS SUBSTANCE MAY USE HAIR DERIVED FROM THE HUMAN BODY AS A SPECIMEN IN ACCORDANCE WITH THIS PARAGRAPH.

(II) AN EMPLOYER MAY USE HAIR DERIVED FROM THE HUMAN BODY ONLY FOR PRE-EMPLOYMENT PURPOSES.

(III) IF AN EMPLOYER USES HAIR DERIVED FROM THE HUMAN BODY AS A SPECIMEN, THE EMPLOYER MAY NOT:

1. USE A SPECIMEN THAT IS LONGER THAN ONE AND ONE-HALF INCHES MEASURED FROM THE HUMAN BODY; OR

2. USE THE SPECIMEN FOR ANY PURPOSE OTHER THAN TESTING FOR CONTROLLED DANGEROUS SUBSTANCES.