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Northsider

Volume 28

November 2019

Issue 11

On The Agenda

Monthly Luncheon NOVEMBER 14TH LUNCHEON

HOMELESS AWARENESS MONTH

SPEAKER: AMANDA STADLER
COMMUNITY PARTNERSHIP

DOUBLE TREE HOTEL
LUNCH \$12

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In The Future

DECEMBER 12TH LUNCHEON

HOLIDAY CELEBRATION
FOOD, MUSIC, PRIZES & SANTA'S
SWEET SHOPPE

DOUBLE TREE HOTEL
LUNCH \$12

EMPLOYERS PREPARE FOR MEDICAL MARIJUANA

Traditionally, when employers thought about drug screens, a resulting positive or negative was all they considered. Now that Medical Marijuana is becoming legal in Missouri the rules are changing.

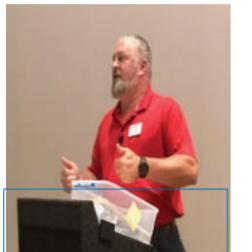
It's still a federal offense, said Rob Eagleberger from Missouri On-Site Testing, speaking at our October luncheon; despite being legal of medical use in Missouri. What is changing, is the way employers are approaching their drug screen practices.

According to Eagleberger, "if you're a hard worker, Springfield is your market. I mean to tell you there are some people out there with great, awesome, jobs that cannot find people to fill them" [due to current drug screening practices]. To compensate for this reality, some employers have opted to stop screening for marijuana, said Eagleberger, others only pre screen and only retest in the event of an accident; still others are skipping the pre-employment screen, but do random tests on a few to scare the rest.

The most popular way of screening for drugs is to conduct a urine test.

About 90% of all tests are done this way, according to Eagleberger it's the most affordable, but also the most invasive. For example if a sports team requires observation as the sample is collected. In the future Eagleberger predicts a couple of changes in the testing industry when it relates to marijuana; collection using a mouth swab or the use of a Breathalyzer.

Right now, several things are undecided with regard to screening for medical marijuana use; first is whether employers will at some point agree on an acceptable level of THC in an employees body. Another consideration is being able to determine how long it's been since a person used marijuana; was it an hour ago or over the past weekend. Current drug testing standards can detect marijuana for a month or more.



Rob Eagleberger, from Missouri On-Site Testing, spoke to our association about the changing landscape of drug screening, now that Medical Marijuana is legal in Missouri.

(continued on pg. 2)

Remember, we'll be celebrating the holidays, complete with Santa's Sweet Shoppe, at our December luncheon. Historically, the party has been a fund-raiser so we are soliciting silent auction items. If you'd like to contribute an item, with a \$25 or greater value; gift cards, services, theme baskets, etc., please tell an NSBA board member.

The cost for the holiday luncheon is \$12, even if you paid for lunches with your annual membership.

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3 STEPS EMPLOYERS SHOULD TAKE REGARDING MEDICAL MARIJUANA

1. KNOW WHAT YOUR EMPLOYEE POLICY IS
2. TALK TO YOUR INSURANCE COMPANY
3. UPDATE YOUR EMPLOYEE HANDBOOK

(continued from page 1)

Missouri On-Site Testing does the bulk of it's work with the Department of Transportation, testing trucker drivers, and Eagleberger said, "the DOT is testing levels (of other substances such as opiates) and this is where marijuana is going to have to catch up."

To date there is no level of THC that has been determined as acceptable, and Eagleberger assumes that "when it comes to marijuana it's going to have to be the same." The one take-away that Eagleberger gave the audience was, "know what your employee policy is and stand behind it. Talk to your insurance company, get your employee handbook up to stuff, and make sure everyone knows."



The NSBA Commercial and Residential Betterment Awards recognize efforts to improve properties in north Springfield. Our most recent Commercial Award was presented to Big Foot Subs. Seen pictured above is Dannie Wright receiving the award from NSBA Board Member Rita Silic. If you'd like to nominate a property owner contact NSBA Board Member Brent Gilstrap.

bet-ter-ment

/ˈbedərment/

noun

1. the act or process of improving something.

"they believed that what they were doing was vital for the betterment of society"

synonyms: improvement, amelioration, advancement, change for the better, furtherance, upgrading, enhancement...

- the enhanced value of real property arising from local improvements.
- "a betterment charge"



Who We Are



Our Purpose:

To encourage and promote worthwhile and honorable endeavors which will make North Springfield a better place in which to work and live. Our intent is to be alert to our community's needs and well-versed and knowledgeable in order to take constructive action for community betterment.

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Letter from the NSBA President



It's time to ramp up our annual membership drive and renewals. If you join NSBA now your memberships is valid through December 2020. At our last meeting the NSBA Board elected to increase the membership rates. Neighborhood associations & retirees will now pay \$25; individual membership will be \$75, corporate membership for 2 individuals will be \$125 and for three of your staff to attend the rate will now be \$150 annually. Our lunch rate will stay at \$12, but if you'd like to pay for your lunches in advance, you'll only pay \$132, giving you one free lunch on us (who said there's no such thing as a free lunch!)

Also, please remember we're starting to raffle an item(s) at each monthly luncheon; so if you have a item to contribute, let us know.

As always, thank you to everyone for what you do to make north Springfield a great place to live, work and raise a family!

Jacquie Breedlove-Harness, NSBA President



Nate's Notes



DID YOU
KNOW?

"Positive engagement helps build culture of attendance by taking a positive not punitive approach, helping everyone understand why going to school every day matters and what they can do to ensure students are in school."

-attendancesworks.org

NSBA Notes

Become an NSBA Member Today! Membership Dues

Retired Individuals: \$25

Neighborhood Associations: \$25

Single Membership: \$75

Corporate for 2 individuals: \$125

Corporate for 3 individuals: \$150

Plus 3-person Corporate Memberships will get to present a 10-minute company profile at an NSBA General Meeting

Contact any board member for more information.

*A Single Membership is one person, with or without a company affiliation, who wants to join NSBA.

Where do your strengths lie? Share them with us and join a NSBA Committee today!

Here are the various committees you can be involved with: Attendance Party, Betterment, Fundraising, Glenstone Islands, Membership, Program and Public Communication.

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