

The Official Employee Newsletter of Goodwill of Central & Northern Arizona

Good Times



JULY 2017



TIM TALK

I hope you've had a chance to watch the video that went out this week describing where we are as an organization, and some of the changes we'll be making to help us manage costs even more carefully moving forward. I want to reassure you again that we are making these changes to ensure our organization remains strong. These changes are a way for all of us to reduce expenses and cut costs a little bit across the company so that we can help cover the costs of the minimum wage increase, and to stay healthy and strong well into the future. Between now and the end of July, members of the Strategy Team will be visiting all of you to share some of the details, and we will make sure that all of your questions are answered. As always, you can also email me any time at Tim.ONeal@GoodwillAZ.org. I look forward to seeing many of you in the next couple of weeks, and thank you so much for all of your hard work so far this year!

Tim



CONGRATULATIONS JUNE CHANGE CAMPAIGN WINNERS!

Every cent raised at our cash registers makes a difference in helping Goodwill fight unemployment. That's why we're so proud to congratulate Store #184 Iron Springs, who once again collected the most money at the registers for the month! The team at Iron Springs raised \$3,099.05 in donations in June. WAY TO GO, IRON SPRINGS STORE! As this month's winners, you've won a catered breakfast, 25 YEI points for everyone on the team, an award certificate and the traveling trophy will return to your store! Special thanks also to our second and third place stores: Store #066 - Thunderbird

Square who raised \$3,032.13 and Store #085 - Prescott Valley who raised \$2,562.54. Thunderbird Square and Prescott Valley once again were our top three fundraisers for the month! Keep up the great work and thank you to ALL of our amazing retail team members. The Change Campaign competition is already underway for July. Who will be our next big winner? Can any other stores knock Iron Springs, Thunderbird Square and Prescott Valley out of the top three spots? Be on the lookout for a mid-month update!

We want to thank you for all that you do with a special

Back-to-School

Employee Appreciation Shopping Event!
July 31-August 5

Retail team members can shop their home stores and all Goodwill employees get 50% off on all regular donated merchandise and 20% off all new goods!

MILESTONE ANNIVERSARIES

Congrats to our Goodwill team members who celebrate milestone anniversaries in July.

10 YEARS

Richard Murillo, Donation Attendant and **Tobie Sandoval**, Site Leader

5 YEARS

Alfonso Cardenas, Area Leader; **Robert Cronkrite**, Site Leader; **Sara Landazuri Fregoso**, Janitor; **Raul Sainz**, Janitor; **Erica Reed**, Internal Communications; **Cory Siefke**, Landscape Maintenance Crew Leader; **Maria Castro Sanchez**, Retail Merchandise Processor; **Shara Hight**, Area Leader; **Angela Rivera**, Retail Sales Lead; **San Juana Macias**, Lead Employer and Community Relations Partner; **Maria Carbajal**, Retail Merchandise Processor; and **Edna Cordova**, Career Center Leader



IT'S GOOD TO KNOW:

Chantel Sanchez

Learn a few things you might not know about:
Chantel Sanchez, Recruiting Operations Analyst

HOW LONG HAVE YOU BEEN WITH GOODWILL?

Almost 4 years (4 years in September).

WHAT ROLES HAVE YOU HAD DURING YOUR TIME AT GOODWILL?

I have had MANY roles with Goodwill! Starting with: 1) WFD Business Intake Specialist 2) WFD Engagement Specialist 3) STAR Recruiting Staffing Specialist 4)WFD Employer Experience Partner 5) HR Pipeline Development Partner 6) HR Sourcing Analyst 7) HR Recruiting Operations Analyst (Current)

HOW WOULD YOU DESCRIBE YOUR ROLE?

Numbers! Numbers everywhere! Within my role, I evaluate trends within the organization, our market, and multiple industries. I also coordinate Goodwill's Recruiting team initiatives and projects including process mapping, finalization of standard operating procedures, auditing and reporting. I partner with Marketing on promoting our employer brand and finding and attracting top talent. I also work with the HR Reporting Team on the Goodwill's Turnover Report, Retention Report and our Affirmative Action Plan.

WHAT'S YOUR FAVORITE THING ABOUT WORKING HERE?

One of the most amazing things working for Goodwill is its professional development opportunities. Where else could you pitch a new stream of revenue to the HR VP and have him tell you to write up a business plan? Scott Brower and myself researched and refined our business plan for a direct hire business and pitched

it to Sr. Leadership and the Board. That is how SeekPro – Professional Recruitment came into being!

IF YOU COULD VISIT ANYWHERE IN THE WORLD, WHERE WOULD YOU GO?

I have to answer this question in two parts, reality and fiction! Fictional: The Library in Beauty & the Beast, Hogwarts, traveling anywhere on the Millennium Falcon and Rivendell from Middle-earth.

Reality: Hobbiton in New Zealand, where they filmed the Lord of the Rings movies. King's Cross Station Platform 9 ¾ England, and all Harry Potter theme parks. Also, Hawaii and Ireland, just because they look beautiful and not necessarily in connection to any book or movie

WHAT'S THE BEST THING YOU'VE EVER EATEN?

Any Mexican food I cook! I've been cooking since I was a kid with my mom and I would rather stay home and eat my food than any restaurant.

WHAT'S YOUR FAVORITE PLACE TO VISIT, OR YOUR FAVORITE THING TO DO, IN ARIZONA?

Visit my Tata (grandpa) in St. Johns Arizona. His house is an authentic adobe home that my great grandfather built by hand. My Tata built around the home to preserve it. There is also an old moonshine still in the basement and an Indian burial ground next door.

ARE YOU A COLLECTOR OF ANYTHING?

Books! It's not called hoarding if it's books!

LIST 5 GOALS ON YOUR LIFE'S TO-DO LIST:

Visit the Grand Canyon. I'm an AZ native and I have never been to the Grand Canyon, don't judge!
Learn to swim so I can learn to surf.
Have my own library in my home with the book ladders and everything.
Learn how to use a bow and arrow.
My Tata taught me how to shoot and throw a tomahawk but he didn't know how to use a bow.
Visit all of the Harry Potter Theme Parks!

WHAT SONG ALWAYS MAKES YOU HAPPY?

I play multiple instruments and in elementary and high school, I was in band. I really love listening to classical, instrumental and movie scores. Some of my favorites are; Mysterious by Yuko Ohigashi, The Aviators and Ascension by Helen Jane Long and I Believe in Your Victory by This Will Destroy You.

NAME 1 THING NOT MANY PEOPLE KNOW ABOUT YOU:

October 18th is Chantel Sanchez Day in the City of Peoria.

WHAT WAS THE WORST OR MOST UNUSUAL JOB YOU'VE EVER HAD?

I worked with a company that was contracted out by the courts. Almost every day I would sit in court and anyone with a DUI, substance problem or an Assault/Domestic violence charge would have to come to me to take court ordered classes. I was yelled at, cussed out and threatened many times from those individuals at court, but this was where I learned how to deescalate situations and deal with conflict.

ALL-TIME FAVORITE GOODWILL FIND:

Books! I'm sure you've sensed a theme by now. I love shopping to fill my potential library with books at Goodwill.

WHO SHOULD WE GET TO KNOW NEXT?

Email Erica.Reed@goodwillaz.org to nominate yourself or one of your co-workers!

STAY SAFE THIS SUMMER!

Hot summer temperatures can do more than just make you uncomfortable. They can also put your body at risk of heat stress. Take these precautions to stay cool and work safely whether it's warming up outside the store or inside.

- Drink plenty of fluids, especially water
- Avoid coffee and carbonated beverages
- Take frequent breaks
- Wear light-weight cotton clothes
- Tackle more demanding tasks during cooler times of day
- Use fans wherever possible

BE AWARE OF HEATSTROKE SYMPTOMS

Heatstroke symptoms include:

High body temperature. A body temperature of 104 F (40 C) or higher is the main sign of heatstroke.

Altered mental state or behavior. Confusion, agitation, slurred speech, irritability, delirium, seizures and coma can all result from heatstroke.

Alteration in sweating. In heatstroke brought on by hot weather, your skin will feel hot and dry to the touch. However, in heatstroke brought on by strenuous exercise, your skin may feel moist.

Nausea and vomiting. You may feel sick to your stomach or vomit.

Flushed skin. Your skin may turn red as your body temperature increases.

Rapid breathing. Your breathing may become rapid and shallow.

Headache. Your head may throb.

Racing heart rate. Your pulse may significantly increase because heat stress places a tremendous burden on your heart to help cool your body.

If you think a person may be experiencing heatstroke, seek immediate medical help.

Call 911! Take immediate action to cool the overheated person while waiting for emergency treatment.

- Get the person into shade or indoors air conditioning.
- Remove excess clothing.
- Cool the person with whatever means available — put in a cool tub of water or a cool shower, spray with a garden hose, sponge with cool water, fan while misting with cool water, or place ice packs or cold, wet towels on the person's head, neck, armpits and groin.

MEET OUR VOLUNTEER OF THE MONTH!



Our Volunteer of the Month is Tristan Hopkins from our Fortuna Store in Yuma! Tristan was nominated by Shift Lead Mayra Rios who wrote that, "Tristan has been a great addition to our store. He is always willing to help and always asks what more he can do for us. Customers like to see him when he's volunteering, they always say how nice and informative he is. He is also graduating from community college and we think that is such a great accomplishment." Tristan is currently looking for his first job and expressed that he was interested in becoming a volunteer to be more proactive and add to his resume. Tristan explains, "I've enjoyed my volunteer experience and would encourage others to do the same if they need experience or just want to help out." We are so grateful that this busy student made the decision to give back to his community through Goodwill. Tristan, we wish you congratulations on your college graduation and your Volunteer of the Month honor!

PAY STATEMENTS HAVE GONE PAPERLESS!

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In an effort to save resources and provide pay information in a more efficient and secure way, paper pay statements will no longer be mailed to employee homes, unless specifically requested by the employee. This change will go into effect starting with the July 14, 2017 pay date.

HOW CAN I SEE MY PAY STATEMENTS?

- Pay information will be available online via Goodwill's Employee Portal: my.goodwillaz.org. The Goodwill Employee Portal can be accessed from any computer or smart phone, 24/7.
- To view your pay statements:
 - Go to my.goodwillaz.org
 - Click on the ADP/iPay icon
 - Sign in using your Goodwill username and password

WHAT IF I DONT KNOW MY GOODWILL USERNAME AND/OR PASSWORD?

Step-by-step instructions are available on the Gazette and in the June edition of your Good Times newsletter, which should be posted in your breakroom and is also available online.

WHAT IF I DONT HAVE A COMPUTER?

- You can view your statements on your phone! Input my.goodwillaz.org into your preferred browser (e.g., Google) then click on the ADP/iPay icon.
- Computers are also available at each Goodwill retail location, as well as in our Goodwill Career Centers and public libraries.

WHAT IF I NEED A PAPER STATEMENT?

Pay statements can be printed any time from the website. Complete instructions for printing are available here on the Gazette.

WHEN ARE PAY STATEMENTS POSTED?

Pay statements are posted on the Thursday afternoon before payday.

I NEED PAPER STATEMENTS MAILED TO ME EVERY PAY DATE. CAN I CONTINUE TO RECEIVE PAY STATEMENTS IN THE MAIL?

Yes. If you would prefer to receive pay statements in the mail, you will need to "opt out" of the paperless option. If you don't do this, you will no longer receive pay statements in the mail effective the July 14 pay date. Please see the FAQs on the Gazette for step-by-step instructions. Be sure to keep your address up-to-date with Human Resources to ensure delivery of your pay statements!

Questions? Concerns? Email Payroll@Goodwillaz.org.