

Inside Voices

Serving the People of Southern Los Angeles County

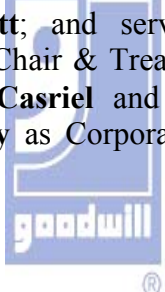
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Goodwill's Board Adds Three new Members

At Goodwill's Board Installation Dinner held on Wednesday, January 16, three new community leaders joined our Board: **Laura Griffin-Hanley** – Kaiser Permanente, **Matthew(Matt) Saldana**, LBUSD – Regional Occupational Program (ROP); and **Charles Tucker** – Tucker Consulting Group, LLC.

Goodwill's 2008 Board Officers were also selected. Serving in his second year as Chairman of the Board is **Larry De-Jarnett**; and serving as Vice Chair & Treasurer is **Ron Casriel** and **Maria Giesey** as Corporate Secretary.



Holiday Time Off and Pay

With Monday being a holiday, it seems appropriate to review Goodwill's policy regarding time off around holidays, which ones are paid holidays and how the hours are counted in your paychecks. Below is a reminder about Goodwill's policy regarding Holidays.



All regular full-time employees (35 or more hours per week) who have completed their 90 day Introductory Period are eligible for the following paid holidays provided they work the

last scheduled work-day preceding the holiday and the first regular scheduled day after the holiday:

- | | | |
|-------------------------------------|---------------------------------|-----------------------|
| New Years Day | Dr. Martin Luther King's | Presidents Day |
| Memorial Day | Independence Day | Labor Day |
| & Day After Thanksgiving | | Thanksgiving |
| | | Christmas |



Employees who are scheduled off on the holiday will receive 8 hours of holiday pay. At Goodwill's option employees scheduled to work on the holiday may be given a substitute date off with pay. In the event an employee works on the holiday and does not receive a substitute day off the employee shall receive 8 hours holiday pay plus straight-time pay for all hours worked on the holiday.

Holiday pay does not create eligibility for over-time pay. Employees may be scheduled for work on 5 days other than the holiday and would receive 40 hours of regular pay and 8 hours of holiday pay for a total of 48 straight-time hours of pay. Naturally employees are entitled to overtime for any hours "worked" in excess of 8 hours in any one day or 40 hours in the week. This same policy applies to regular part-time employees (20 to 34 hours per week) except holiday pay is defined as 4 hours of pay.

Source: Human Resources and Corporate Compliance Policy Manual Section 17:00, Subject 17:02(A); Employee Handbook Page 12

ShopGoodwill Moving on to Bigger Space

"We are all looking forward to the big move today. We would like to thank everyone involved in giving us our new offices, work areas and equipment. We are very anxious to get in there. We've checked it out just about every day and have watched the rapid progression. We know how hard you all worked in getting our spaces ready for us and we truly do appreciate it. All of us from Shop-Goodwill would just like to say Thank you," said Teri Leyva.

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Job Openings

Goodwill encourages qualified employees to seek promotional opportunities or career changes at Goodwill. Eligible employees may apply for promotion and or transfer to all openings and will be given the same consideration as applicants from outside Goodwill.

To be eligible an employee must have been employed by Goodwill for a minimum of 90 days and have had no disciplinary activity of any kind within the preceding 6 months.

Applications for promotion and or transfer can be obtained from the H.R. Department and must be submitted to the employee's immediate supervisor and sent to the Division Director for approval.

Current Openings

Sales Associate/
Material Handler
Store Manager
Truck Driver
ShopGoodwill Clerk
Switchboard Operator

Goodwill Begins the New Year Doing What It Does Best, Being *Good for the Environment, Good for the Community*



Grocery Shopping Helps Spread Goodwill

The **Ralphs** and **Food 4 Less** Community Contributions Program donates a percentage your purchase to Goodwill.

The monthly qualifying purchases per household are: *Up to \$200: 1%; Between \$200.01 & \$350: 2%; Between \$350.01 & \$500: 3%; Over \$500: 4%.*

The Food 4 Less, unlike the **FOOD 4 LESS** Ralph's Club Card, is **NOT** a discount card, but when used at the checkout stand every time you shop, a percentage of your purchase will be donated to Goodwill. Those of you who would like to register a Food 4 Less card, please see **Sola Fa'atulu** or **Richard Guiss**, and we'd be happy to sign you up via the Internet.

It literally takes just seconds.



It's An Awesome Cycle, Recycling....

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Goodwill, 2nd District Councilmember Suja Lowenthal, Su Casa for Domestic Abuse and others teamed up on January 12 for the 2nd Annual 2nd District E-Waste Drive.

This year's effort to keep electronic goods, like computer monitors and television sets, out of our landfills matched and possibly exceeded our drive in January 2007.

While at press time, results are still being tabulated, we did serve 343 donors (vs. 315 last year), and we hauled off six Goodwill Truckloads of recyclables.

A hearty thanks to all in Goodwill's transportation department and Goodwill staff who worked the event. You all performed like the professionals you are and you all contributed to the great success of Goodwill's E-Waste Recycling program.



Even Man's Best Friend is concerned about our environment.



The gang's all here! Volunteers and staff gather for a group picture. Along with Goodwill, members of Councilmember Suja Lowenthal's office; Choices Recovery Services, Long Beach; staff from the City of Long Beach Special Events and Filming Bureau; and the Long Beach Grand Prix Association partnered for the collection drive.



Serving the
People of
Southern
Los Angeles



The Employee Assistance Program (EAP) is here for you.

You or your family members can use EAP for Grief and Loss, Emotional challenges, Stress management, Marriage and Family conflict services.

It's easy to reach them and it's **Confidential**. Their toll free number is **800-977-7287** or you can send them an email at **askaffinity@acieap.com**.

Access to a computer? Surf the Net at <http://www.affinity-online.com>. Our user name is: **good** and the password is: **aci**

Inside Voices

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"Inside Voices" is a publication produced by the Public Relations & Development Office of Goodwill Serving the People of Southern Los Angeles County. For article submissions or story ideas, please email rguiss@GoodwillSolac.org.

ShopGoodwill's New Home,

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ShopGoodwill, our Internet store, has come a long way. It all started when Sam Nettles was the Production Manager with Elsie Narvaez assisting. Posting items on the site was not done on a regular basis then. When Sam left, Elsie took over and a budget was put in place.



ShopGoodwill's old working space.

From the low \$1000 each month sales, it went up to about \$5,000 and to this date ShopGoodwill has generated up to \$30,000+ a month revenue. With this growth came Teri Leyva who used to be part of the Target Team. Aside from Elsie and Teri, we now have 3 full time posters (**Tanya Schneider, Alma Aragon and Nina Zazueta**) and two full time packers (**Carol Porter and Maria Yolanda Lopez**).



New staff office areas, graphic display work-space, and expanded production area are some of the new features of Goodwill's on-line shopping bazaar.

This growth definitely calls for a much larger and more efficient space to operate. All the team members, who are appreciative of this move, are very excited to move from a small, crowded working area to an upgraded facility with brand new photo equipment, new shelves and all the other necessary fixtures.

Thank you!
Elsie Narvaez



ShopGoodwill's new home includes an enclosed area for items to be sold on-line.

Some of What Is Happening Around Goodwill in February

January 21 (Mon) Dr. Martin Luther King Jr. Birthday (closed)

January 26 & 27 (Sat&Sun) Annual GW Store 2 day \$2 sale

January 28 (Mon) General Assembly

February 5 (Tues) Goodwill Store Mgr Meeting

February 5 (Tues) Safety Committee Meeting

February 8 (Fri) Project MOVE Graduation

February 11 (Mon) Project MOVE Apprenticeship begins

February 18 (Mon) Washington's Birthday/President's Day (Closed)