

HR HUB

Newsletter

September 2023

Goodwill
Industries of South Texas, Inc.

SAVE THE DATE

SUPER SALE SATURDAY

Saturday, September 2

Saturday, October 7

FROST FINANCIAL

Free Webinar:

Pay Yourself First

Thursday, September 14

11:30 a.m. - 12:30 p.m.

For zoom link or more info:

Roman Longoria

rlongoria@goodwillsouthtexas.com

LABOR DAY

Monday, September 4

Corporate Offices Closed

WEBSITE UPDATE

FOR GOODWILL EMPLOYEES

<https://goodwillsouthtexas.com/members-only>

The Goodwill of South Texas website has a link at the bottom of the page called "**For Goodwill Employees**" which will take you to the **Team Members Only** webpage. The updated website includes these important items that are commonly used by many employees:

- Employee Handbook
- UKG/ Kronos
- NETFacilities
- Straight Edge
- CaseWorthy
- Publicity Release Form
- Whistleblower Hotline
- Vendor Verification Ticket

The Team Members Only website also includes **previous HR Hub Newsletters** in case you missed one of the publications or need to revisit an HR Hub newsletter!

TOWN HALLS WITH THE CEO

CEO & President John W. Owen continues to visit with each Goodwill location. The town halls allow employees to meet and greet with the leadership team while allowing Mr. Owen to update employees on important business matters. All employees are encouraged to attend a town hall meeting.

TEXAS PROHIBITS HAIRSTYLE DISCRIMINATION

Texas became the twenty-first state to ban racial discrimination in employment based on hair texture or protective hairstyle that is commonly or historically associated with race. Governor Greg Abbott signed into law the CROWN Act with an effective date of September 1, 2023. Please reach out to HR with any questions or concerns regarding this new law.

SOCIAL MEDIA

Help us share news and events with our social media sites!



BENEFITS



Learn to Live is a no cost online health program offered to employees who are enrolled in the BCBS medical plan.

The program provides access to 24/7 therapy coaches and can help with common challenges like stress, anxiety, depression, insomnia, and substance abuse. All details provided within the program are private and secure. Not everyone struggles with mental illness, but 100% of people have mental health to manage, maintain, and strengthen! Register at Learn to Live (Access Code: TXMED).

<https://www.learntolive.com/welcome/BCBSTXMedicaid>



Suicidal thoughts, much like mental health conditions, can affect anyone regardless of age, gender or background. If you or someone you know is experiencing a mental health crisis, **call or text 988** immediately. If you are uncomfortable talking on the phone, you can chat the Suicide & Crisis Lifeline at 988lifeline.org. You can also text NAMI to 741-741 to be connected to a free, trained crisis counselor on the Crisis Text Line.

COMMUNITY CORNER

WANT A GOODWILL SHIRT?

Volunteer 10 or more hours in a calendar year and receive a one-of-a-kind employee volunteer shirt!



Here are examples of Goodwill sponsored events you can participate in:

- Goodwill Run (held annually on the first Saturday of March)
- Volunteer Income Tax Assistance (VITA) (held annually between January-March)
- Donation Drive
- Blood Drive

Contact Volunteer Coordinator Theresa Loera for more info: 361-400-3082; tloera@goodwillsouthtexas.com.

EMPLOYMENT

ONE YEAR ANNIVERSARY

Congratulations!

- | | |
|-------------------|-----------------|
| Abigail Trejo | Jonus Saenz |
| Adolfo Cervantes | Juan Ayala |
| Alexandra Salazar | Lillian Norman |
| Alfred Wescott | Maria Davila |
| Alvaro Dominguez | Maria Lopez |
| Angela Almazan | Mariah Licerio |
| Ann Martinez | Raul Carranza |
| Cassandra Luna | Raul Salinas |
| Claudia Robledo | Rudy San Miguel |
| Eric Perez | |

FULL TIME OPPORTUNITIES

- **Store Manager**
* Rockport Store
- **Crew Leader**
* Flour Bluff
* Houston Hwy.
* Port Ave.
* Southside
- **Administrative Assistant**
* Compliance Department
* Mission Services
- **Box Truck Driver**
- **Maintenance Technician**
*Rio Grande Valley





Retrain Your Brain



See how much better life can feel with digital mental health programs from Learn to Live.

More than half of people will struggle with a mental health concern at some point in their lives.² But you can learn new skills to break old patterns that may be holding you back. Digital mental health programs from Learn to Live can help you get your mental health on track so you can feel better and enjoy life more.

Find out where you may need support

An online assessment helps pinpoint the right programs for you, such as:

- Stress, anxiety and worry
- Depression
- Insomnia
- Social anxiety
- Substance use
- Panic
- Resiliency

Check out the programs included at no added cost through your Blue Cross and Blue Shield of Texas (BCBSTX) plan:

<https://www.learntolive.com/welcome/BCBSTXMedicaid>

Enter your code: **TXMED**



Suicide Prevention

5 Things You Should Know



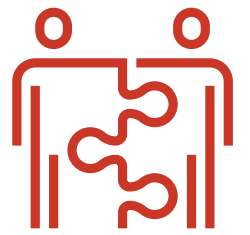
Suicide is a leading cause of death among working-age adults in the United States. It deeply impacts workers, families, and communities. Fortunately, like other workplace fatalities, suicides can be prevented. Below are 5 things to know about preventing suicide.

1

BE AWARE

Everyone can help prevent suicide.

Mental health and suicide can be difficult to talk about—especially with work colleagues—but your actions can make a difference. When you work closely with others, you may sense when something is wrong.



2

PAY ATTENTION

Know the warning signs of suicide.

There is no single cause for suicide but there are warning signs. Changes in behavior, mood, or even what they say may signal someone is at risk. Take these signs seriously. It could save a life.



3

REACH OUT

Ask "Are you okay?"

If you are concerned about a coworker, talk with them privately, and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), the human resources (HR) department, or a mental health professional.



4

TAKE ACTION

If someone is in crisis, stay with them and get help.

If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the 988 Suicide and Crisis Lifeline.



5

LEARN MORE

Suicide prevention resources are available.

- Call or text the Suicide and Crisis Lifeline at 988.
- Visit the American Foundation for Suicide Prevention (www.afsp.org) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.

