

<https://icshrm.shrm.org/>

Newsletter April 2023

JOIN US!

Bradley Yocum
Regional Sales Director

Kathy Sonnier
Vice President
Employee Benefits

HUB GBC
Gregory Benefits & Consulting

23

CANVA STORIES



5 Reasons Employees Leave &
10 Reasons They Stay

👍👎

April 26th 11:30am - 1pm
Quiet Quitting and The Great Resignation is affecting us all. Employee satisfaction and retention are more important than ever. Join us for this important topic.

GREGORY BENEFITS & CONSULTING

Come and join us for an informational session on
5 Reasons Employees Leave & 10 Reasons They Stay!
live or zoom on April 26, 2023.
Networking from 11am - 11:30am
Meeting from 11:30am - 1pm

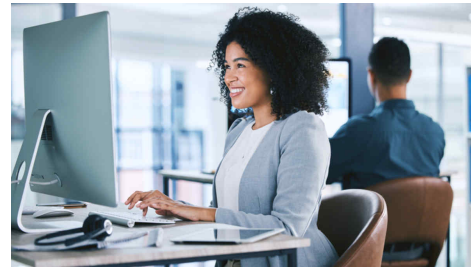
[REGISTER HERE](#)



How We Got Here: The 75-Year Evolution of SHRM and HR

Human resources is so firmly rooted in the American workplace today that it's almost impossible to believe there once was no such thing. But in 1900, the U.S. was beginning to emerge as an industrialized society and the concept of personnel...

[Read more
www.shrm.org](http://www.shrm.org)



Recruiting Dashboards Turn Hiring Data into Useful...

Data-driven talent acquisition teams are more likely to be successful than organizations hiring blindly. But just having access to silos of disorganized data from many disparate sources may not help recruiters hit their hiring goals. Enter...

[Read more
www.shrm.org](http://www.shrm.org)



Skills-Based Hiring Requires Commitment to Change

A growing number of employers are showing interest in skills-based hiring—moving beyond education and experience requirements to focus on the skills match between candidates and roles. More employers are becoming aware that assessing candidates...

[Read more
www.shrm.org](http://www.shrm.org)



DOL Targets Illegal Provisions in Arbitration Agreements

A recent announcement from the U.S. Department of Labor (DOL) highlights the agency's growing interest in curbing illegal provisions in mandatory arbitration agreements. "Because mandatory arbitration is on the rise, there are more workplaces..."

[Read more
www.shrm.org](http://www.shrm.org)

EEOC NEWS



EEOC Sues Walmart for Disability Discrimination

RALEIGH, N.C. - Wal-Mart Stores East, LP violated federal law when it refused to excuse an employee's disability-related leave and fired him for violating the company's attendance policy, the U.S. Equal Employment Opportunity Commission (EEOC)...

[Read more](#)
www.eeoc.gov

EEOC Sues Total Systems Services for Disability...

ATLANTA - Total Systems Services, LLC, a global payments processing company based in Columbus, Georgia, violated federal law by denying repeated requests by an employee with a disability for remote work as a reasonable accommodation due to...

[Read more](#)
www.eeoc.gov

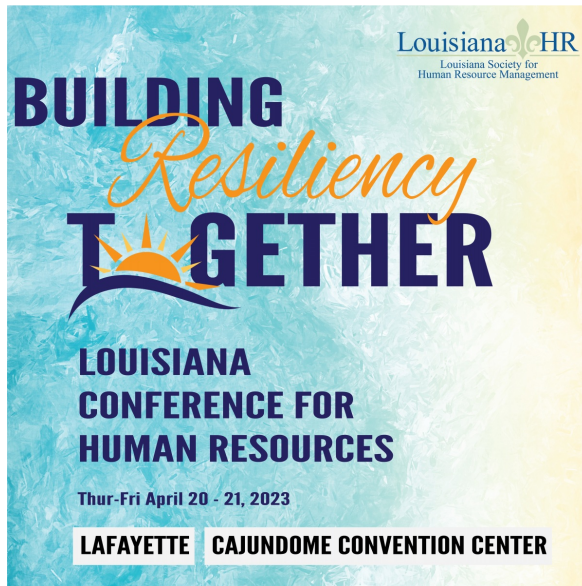


EXXON MOBIL CORPORATION SUED BY EEOC FOR RACE DISCRIMINATION

EXXON MOBIL CORPORATION SUED Petrochemical Company Failed to Protect Worker From Harassment After Nooses Were Displayed in Its Baton Rouge Complex, Federal Agency Charges BY EEOC FOR RACE DISCRIMINATION
BATON ROUGE, La. - Exxon Mobil Corporation, ...

[Read more](#)
content.govdelivery.com

Louisiana SHRM



The 2023 Louisiana Conference on Human Resources will offer an extensive program of sessions relevant to the field of human resources. Core content for the general and concurrent sessions include: business management and strategy, workforce planning and employment, human resource development, compensation and development, employee and labor relations, and risk management.

[REGISTER LASHRM Conference](#)

HAVE YOU RENEWED YOUR MEMBERSHIP YET FOR 2023?

Membership Dues Information

Please send in your payment for membership dues by credit card/debit card [here](#) or with QR code here-->

You can also mail checks to:

Imperial Calcasieu SHRM

P.O. Box

Lake Charles, LA 70602

PLEASE INCLUDE THE MEMBER'S NAME WITH PAYMENT

\$50 per member, annually

THANK YOU FOR YOUR SUPPORT!



LOCAL MEMBERSHIP OPPORTUNITIES

JOIN TODAY!

WHY DO YOU WANT TO JOIN AN ORGANIZATION FULL OF HUMAN RESOURCES PROFESSIONALS? Stay in tune with legislation, state and federal laws, and deadlines for your company. Fine tune your skills in recruiting, employee relations, training, talent development, benefits and more! We have aligned with other Louisiana SHRM organizations. It is important to maintain a local presence, so that our state and national organizations can hear what is important in our 5 parish area of Southwest Louisiana.

What is the membership cost? \$50 annual calendar fee.

What if my company does not support the membership fee? There are other ways you can support ICSHRM and have your membership paid. We have volunteer opportunities that will enable you to have ICSHRM dues paid and receive a SHRM membership, in addition to other benefits. Contact us today!

When and where are the meetings? We have meetings 6-8 months out of the year. In 2023, we are meeting at the Pioneer Club. Check our website for dates and times. In addition to our meetings, we also conduct a Law Summit, networking events, and other large special events to meet the needs of our local workforce. Go [here](#) for more information on future events and topics.

We look forward to meeting you, and we hope you decide to join our HR networking community.

[Email Support](#)

[Visit our website](#)

ADMINISTRATIVE PROFESSIONALS DAY APRIL 26, 2023

Awesome Admins

We have the _____ administrative staff in the _____
[superlative]

world. First, there is _____ who used to be a _____
[name of staff member]

_____. _____ is a whizz at _____.
[job] [2nd staff member] [activity]

_____ always helps me with my _____. And _____
[3rd staff member] [noun]

_____, the expert on _____. Finally, there is _____
[4th staff member] [noun in the workplace]

_____, who keeps a stash of _____ in _____
[5th staff member] [plural noun]

his/her desk. They are a great team-- we call them the _____

_____. Together, there is nothing they cannot _____
[plural noun] [verb]



21 Fun Virtual Administrative Professionals Day Ideas...

You found our list of the best virtual Administrative Professionals Day ideas. Administrative Professionals Day is a work holiday that recognizes the contributions of assistants and office staff. Ways to celebrate the occasion include giving...

[Read more](#)
teambuilding.com



April 20-21

Louisiana SHRM Annual Conference

April 26

ICSHRM April Meeting
5 Reasons Employees Leave 10 Reasons They Stay

Administrative Professionals Day

April 30

Remove OSHA Form 300A
File EEO-1 Report with EEOC

May 31

ICSHRM May Meeting on USERRA

June 11 - 14

National SHRM Annual Conference

Don't forget to update your EEOC Know Your Rights Poster! [Click Here](#)

[Register For Upcoming Events HERE!](#)

Quick Poll: What's your biggest HR Challenge today?

New Hire Training Challenges

Select

Climate Changing Safety Working Conditions

Select

HR Effectiveness in the Field

Select

Random Drug Screening

Select

**If anyone chooses to pay with a credit card to register for events we will now have to charge a \$1.00 processing fee. Sorry about the inconvenience, but in order to continue to accept the credit card payment for so many individual's convenience there is a cost that we will incur.



2023 Meeting Incentives Earn Member Bucks

For every meeting you
attend you'll receive credit
towards
ICSHRM merchandise!



2023 BOARD MEMBERS

President - Christina "Chris" Detiveaux, SHRM-SCP, PHR

President Elect - Chuck O'Connor, MBA

Secretary - Dana Taylor

Treasurer - Jennie Stevens, SHRM-SCP

Certification - Christina Bass, SHRM-SCP

Events/Sponsorships - Kathy Sonnier

College Relations - Kristin Scott, PhD, SHRM-SCP

Membership - Marjorie Wesley, SHRM-CP

Workforce - Michelle McInnis

Diversity Director - Patricia Romine

Communications Director - Michelle Martell

Programs Director - Crystal Scott

Director at Large - Cheyenne Williams



ICSHRM is looking for HR Professionals from all organizations. If you know someone, guide them to an HR Community that cares.

Welcome Our New Members

Citadel Completions, LLC

Christian Ogden
*Employee Development
Specialist*



Calcasieu Parish Police Jury

Kacy Lopez
HR Generalist



Citadel Completions, LLC
Christopher Adams
Talent Acquisition Specialists
No picture available

McNeese Student Members

Morgan Moreno - HR Supervisor @ City of Lake Charles
Sarah Gutierrez - Assistant Manager @ Rustika Cafe & Bakery
Grayce Guidry- Student
Gabrielle Garner - Student
John Downer - Service Agent @ Enterprise Rent-A-Car

VOLUNTEERS NEEDED!

ICSHRM COMMITTEE MEMBERS
needed throughout the year for special events,
membership, conferences, & more!

If you are interested
Call Chris 337-263-1355
OR

[EMAIL US](#)

Are you ready to volunteer?

We are looking for people that
are interested in helping with:

- Special Events
- Communications & Marketing
- Conference Committee
- Sponsorship Committee
- Leadership



[EMAIL ICSHRM](#)

SPONSOR A MEETING.

LIMITED OPTIONS AVAILABLE

Capture the audience of HR Professionals by sponsoring a chapter meeting. Unique opportunities to present information and gain brand exposure.

[CONTACT US NOW!](#)



[EMAIL ICSHRM](#)

SPONSORSHIP OPPORTUNITIES

ICSHRM is looking for companies that could benefit from contact with HR professionals, business leaders, and owners in our area.

Sponsorship Levels available at \$250 - \$5,000.



At SHRM, we are focused on five key policy areas that have a meaningful impact on the workplace



WORKPLACE FLEXIBILITY & LEAVE

Enact modern paid leave and workplace flexibility solutions



WORKPLACE HEALTH CARE

Strengthen and improve the employer-based health care system



WORKPLACE IMMIGRATION

Build a modern immigration system that fuels economic growth and protects U.S. workers



WORKFORCE DEVELOPMENT

Support effective workforce
development strategies



WORKPLACE EQUITY

Advance healthy work
cultures and workplace
equity

NEWLY SHRM CERTIFIED?

Contact us when you receive your HR Certification. As a member of ICSHRM you will receive a professional frame for your newly acquired designation.

2023 WORKPLACE NEWS



Employers offer financial education benefits to help...

CNBC 2 days ago Sharon Epperson
Less than a quarter, 21%, of
employers currently offer non-
retirement financial benefits,
according to a 2022 survey by the
Society for Human Resource
Management. Such an employee
assistance program, or EAP, offers
...

[Read more](http://www.msn.com)
www.msn.com



Council Post: 15 Things HR Leaders Can Do To Help Build...

As businesses strive to grow and
succeed in today's competitive
market, attracting top talent has
become a critical objective. Human
resources leaders play a vital role in
building strong employer brands that
appeal to job applicants. A strong...

[Read more](http://www.forbes.com)
www.forbes.com



3 Tools to Replace the Performance Review

In December, I suggested ways to revise conventional so-called "progressive discipline." In January, I followed up on the topic based on reader input. This month, I want to remake the performance review. When I speak at SHRM conferences on the...

[Read more](#)
www.shrm.org



Louisiana approaches historic employment numbers

The federal Bureau of Labor statistics shows Louisiana is putting up record employment numbers with over 2 million estimated employed for February 2023, the eighth highest in the history of the series. Louisiana added more than 6,000 jobs from...

[Read more](#)
www.msn.com

[Click Here for SHRM Vaccination Resources](#)



Volunteering with ICSHRM gets you valuable Benefits!

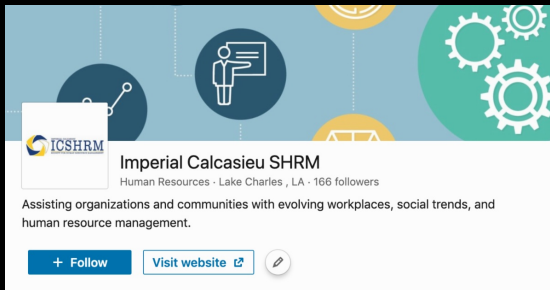
Our ICSHRM Board members receive free ICSHRM membership, meeting volunteers received free access to monthly member meetings, and volunteering for positions at conferences are eligible to attend conferences free. Consider joining next year!

Become SHRM Certified

[APPLY NOW](#)



SHRM Foundation can provide FREE MONEY FOR YOU. Opportunities can be found at the [SHRM Foundation Scholarship](#).



facebook



ICSHRM MISSION STATEMENT

It is the mission of Imperial Calcasieu SHRM to develop and expand essential partnerships with Human Resource professionals, our communities and the organizations we serve, to address the evolving workplace, social trends, and human management.

VOLUNTEER OPPORTUNITIES

ICSHRM is looking for members to support the student chapter by way of resume advice, attending events and mentoring.

Contact kscott@mcneese.edu.





MSU STUDENTS NEED INTERNSHIPS

Morgan Turpin is the College of Business Internship Director at McNeese State University. Internships are structured, supervised, and short-term programs in which undergraduate or graduate students perform tasks and duties within

an organization to gain knowledge and experience. Internships are often completed over the course of one semester and students may earn monetary compensation from their employer and academic credit from McNeese. Juniors, seniors, and MBA students in the College of Business are eligible to take an internship course for credit in the fields of Accounting, Finance, Business Administration, Management, Management with a Human Resources Concentration, Marketing, and Entrepreneurship. Internships are a minimum of 150 hours and must be completed in the a student's major field of study. For more information on internships please contact Morgan Turpin at (337) 475-5554 or mturpin@mcneese.edu

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