

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

Newsletter August 2023

JOIN US!

AUGUST 30, 2023 MEETING

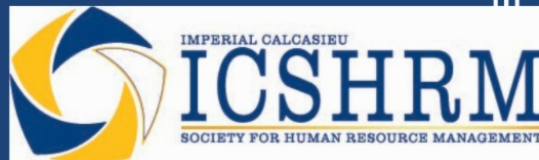


FEATURED SPEAKER
KERI FORBESS-MCCORQUODALE, MS,
CEAP, LPC-S, LMFT



DEALING WITH TROUBLED EMPLOYEES

AUGUST 30, 2023
11:30AM - 1PM
PIONEER CLUB



Join us zoom or live for ICSHRM August 2023 meeting "Dealing with Troubled Employees". Hear from Keri Forbess-McCorquodale, a Licensed Professional Counselor, who specializes in business and industry counseling. Join us for this urgent and evolving HR workplace topic.

Networking begins at 11am, meeting starts at 11:30am.

REGISTER HERE

It's that time of year to take a forward look at 2024!

Do you know someone that would be good to represent HR Professionals in our area?

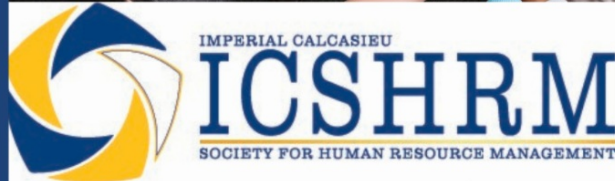
Nominate them today!!
Deadline August 31, 2023

Nominate a Board Member!

DEADLINE AUGUST 31, 2023
BENEFITS OF VOLUNTEERING

- Network with Community Business Owners, Leaders and HR Professionals
- Maintain and Improve HR Knowledge
- Gain exposure to other industries
- Engage in your profession
- Stay updated with workforce trends and needs

Board Members also receive other benefits like complimentary membership and opportunities to volunteer during conferences and meetings.



[Email Us to Nominate!](#)

RECENT SHRM NEWS

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



**Remote Verification of I-9s
Becoming Available for...**



**Stay Abreast of Laws
Restricting AI in the**

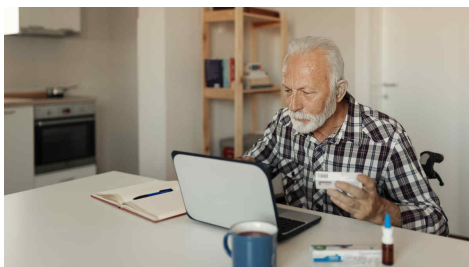
Remote verification of identification and work authorization documents associated with Form I-9 will be an alternative option for qualified E-Verify users in good standing starting Aug. 1.

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

Workplace

With employers relying more often on artificial intelligence (AI) to help hire new workers, states have begun implementing new laws and regulations to govern how employers can deploy such tools.

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



DOJ to Propose New ADA Web Accessibility Rule

The Department of Justice is set to propose new Americans with Disability Act standards to ensure that websites and mobile applications run by state and local governments are accessible to people with disabilities.

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



OSHA Proposes New Regs for Safety Gear in Construction...

The U.S. Occupational Safety and Health Administration's (OSHA) recently released a proposal to clarify that personal protective equipment must fit construction workers properly.

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

EEOC NEWS



EEOC Starts Accepting Charges Under New Pregnant Workers ...

WASHINGTON - Today, the

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

EEOC Sues Singly Construction for Disability...

JACKSON, Miss.

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

What You Should Know About the Pregnant Workers Fairness Act

What is the Pregnant Workers Fairness Act? The

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

Louisiana SHRM

QUARTERLY WEBINAR SERIES "Future of Work"



Dr. Jim Henderson
President of University of Louisiana
System

Speaker

WHEN: Wednesday, August 2, 2023
TIME: 12PM - 1PM

ONLINE ZOOM

[REGISTER WEBINAR](#)

Please Join Us Annual Law Summit

Come and learn information regarding important laws that affect our workforce today. We will go through comprehensive overview of what is coming and how to be prepared for future impacts!

We will have an informational day that includes
lunch, door prizes and social event
immediately following
sponsored by HUB!

SOCIAL EVENT
4:30PM
SPONSORED
BY HUB

ANNUAL LAW SUMMIT



PRESENTED BY LEGAL PROFESSIONALS

ROSS RALEY, PARTNER, STOCKWELL SIEVERT LAW FIRM
MICHAEL ROACH, SHAREHOLDER, ROACH & ROACH APLC



LEARN ABOUT
LATEST LEGAL UPDATES
INCLUDING A PRESENTATION
ON UNDERSTANDING TAX
DOCUMENTS W-4 & L-4

September 20, 2023
11:30am - 4pm
SEED Center
Lunch Included



[REGISTER FOR LAW SUMMIT](#)

MEMBERSHIP OPPORTUNITIES

Do you know anyone currently working in or seeking work doing HR functions?

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. We welcome registration for membership at the following link:

[Register for ICSHRM Membership](#)

THANK YOU FOR YOUR SUPPORT!

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](#)

AUGUST HOLIDAYS & OBSERVANCES

Back to School



July 1 - Aug 31
Heat Illness Prevention
(SHRM Online Content)

Aug 2
LASHRM Webinar

Aug 7
Colorado POWR Act Effective
(SHRM Online Content)

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?

Reskilling and Upskilling

Select

Building Digital Dexterity

Select

Perk Programs

Select

Fostering a Healthy Work Environment

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.

JULY ACTIVITIES

ICSHRM @ Petro Bowl

We had a Blast!!!

Thank you,
Kathy Sonnier
For all your hard work
on our Bowling Fundraiser
for





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



Westlake

Lexie Badon
HRBP - PE&O



Ayshe Tayfun
Regional Director
@ iOne Benefits Group

Picture Not Available... Amy Vincent is an HR Account Manager
@ ReCon Management

VOLUNTEERS NEEDED!

ICHSRM 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



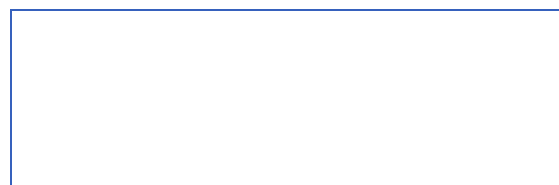
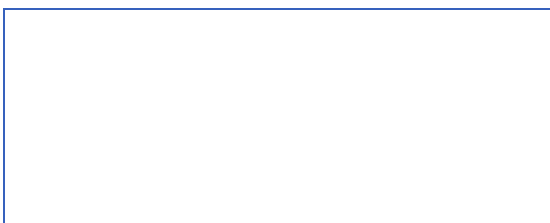
WORKPLACE EQUITY

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





Fifth Circuit Weighs in for the First Time Since...

Fifth Circuit precedent recognizes the "general consensus among courts" that regular, in-person work is an essential function of most jobs. Yet the continued viability of this premise has been in question, given the ability of thousands of...

[Read more](#)
ogletree.com



USCIS announces new Form I-9, will allow permanent...

The new Form I-9 will be available for use Aug. 1, and eligible employers may use the remote review alternative that same day.

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



Building your employee retention machine

Are you an HR professional working to improve employee retention? Here's how to start.

[Read more](#)
www.hr-brew.com

[Click Here for SHRM Vaccination Resources](#)

Did You Know?

Volunteering with ICSHRM gets you valuable Benefits!

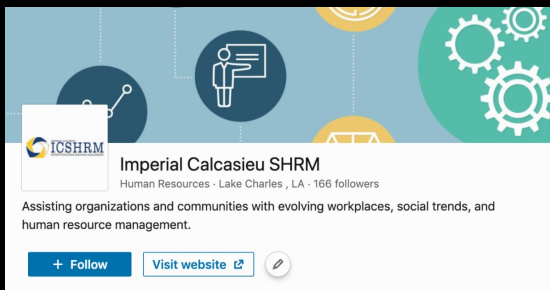
Our ICSHRM Board members receive free ICSHRM membership, meeting volunteers received free access to monthly member meetings, and volunteering for positions at conferences are eligible to attend conferences free. Consider joining next year!

Become SHRM Certified

[APPLY NOW](#)



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



facebook



ICSHRM- Imperial Calcasieu Society for Human Resource Management
@icshrm

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.



MCNEESE
STATE UNIVERSITY

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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