

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



December 2023 Newsletter

JOIN US!



RETURNED!

IT'S A JEOPARDY HOLIDAY!

TUESDAY
DECEMBER 5, 2023
11AM - 1PM

Come join us for challenging and fun end of end of year celebration with HR Holiday games. We will honor the 2023 board and welcome in the new 2024 board. We will also honor the McNeese Student Chapter with cords for graduation.

Reserve your spot now!

[REGISTER HERE](#)

[CONTACT US BY EMAIL](#)

RECENT SHRM NEWS





Nonbinary Employees: Invisible on Many EEO-1 Forms

There are many reasons why employers may choose not to report their nonbinary employees on the EEO-1 form. But from an employee relations standpoint, employers might want to identify employees as nonbinary not only on the EEO-1 form, but other forms.

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



Lawmakers Debate Change to Overtime Salary Threshold

Lawmakers Debate Change to Overtime Salary Threshold at a House committee hearing.

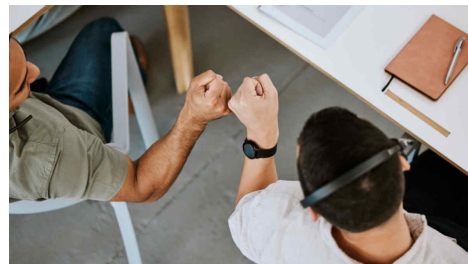
[Read more
www.shrm.org](http://www.shrm.org)



Holiday Gifts May Be Taxable

When employers give holiday gifts to employees, it may have tax ramifications for the employee.

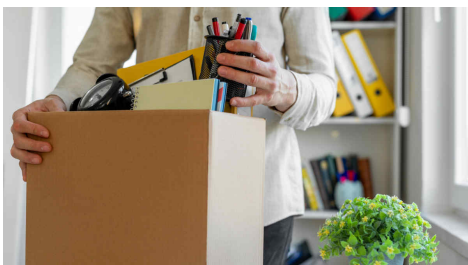
[Read more
www.shrm.org](http://www.shrm.org)



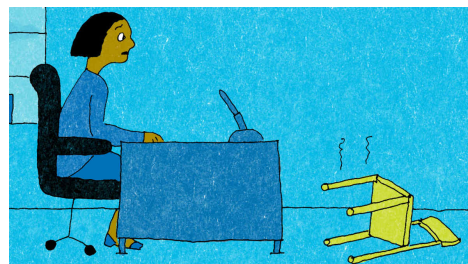
Innovations in Gamification During Open Enrollment

Gamification offers an option that can help make the open enrollment process more interesting to employees and, in the process, boost their understanding and utilization of available benefits.

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



US Weekly Jobless Claims: 218K



Avoiding Fright-and Flight

It can be common for hiring

States reported that 218,000 workers filed for new unemployment benefits during the week ending Nov. 25, an increase of 7,000 from the previous week's revised level.

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

managers to inadvertently scare away job candidates during the interview process. Here's how to avoid waving red flags.

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

EEOC NEWS



EEOC Releases Updated Language Access Plan

WASHINGTON - The U.S.

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

PROPOSED Enforcement Guidance on Harassment in the Workplace

In 1986, the U.S. Supreme Court held in the landmark case of Meritor Savings Bank, FSB v. Vinson that workplace harassment can constitute unlawful discrimination under Title VII of the Civil Rights Act of 1964. More than thirty-seven years later, ...

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

Papa John's Pizza to Pay \$175,000 to Settle Disability...

ATLANTA - Papa John's Pizza, an international chain of pizza restaurants

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

EEOC Issues Yearly Financial Report

WASHINGTON - The U.S.

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

2024 Louisiana SHRM Diversity & Inclusion Summit



Perry Sholes SHRM-SCP,
SPHR State Diversity Director

The Louisiana Society for Human Resources (Louisiana SHRM), an affiliate of the Society for Human Resource Management (SHRM), is proud to present our 8th Annual Diversity & Inclusion Summit:

February 22 and 23, 2024

We are excited to be back at The Renaissance Arts Hotel in New Orleans, LA! The need for discussion and action around Diversity, Equity & Inclusion in business has never been greater.

The Louisiana SHRM Diversity & Inclusion Summit will bring together human resource professionals, diversity practitioners, legal professionals and business, civic & community leaders from across the state.

Mark your calendars!

Follow us on Social Media throughout the summit
@LASHRMDiv #lashrmdiv

[For More Information](#)

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 per member 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](#)

HOLIDAYS & OBSERVANCES

December 10- Human Rights Day
December 24- Christmas Eve
December 25- Christmas Day
December 31 - New Year's Eve
January 1, 2024 - New Year's Day



December 1-31
Minimizing Holiday Party Liability
SHRM (Online Content)

December 1
Product Demo: Welbot

SHRM (Live Online)

December 4-22

SHRM- CP and SHRM-SCP Certification Preparation
SHRM (3-week Live Online Program)

December 5

ICSHRM Holiday Meeting
@ the Pioneer Club

December 5

EEOC's EEO-1 Deadline

December 7-21

HR Department of One: Strategies for Success
SHRM(2-week Live Online Program)

December 21

First Day of Winter : Accommodating Seasonal Affective Disorder
SHRM(Online Content)

4th Quarter

Remind employees to check PTO balances,
updated addresses for W-2 Forms and other seasonal vaccinations

January 1st

California's New Laws for 2024
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?

Flexible Requirements

Select

Company Culture

Select

Enabling purpose and ESG

Select

HR Digitization

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.

NOVEMBER ACTIVITIES







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



Welcome Our New Members

PROFESSIONAL MEMBERS

Chantele Boyd
Advisor
LR/ER
Phillips 66



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.

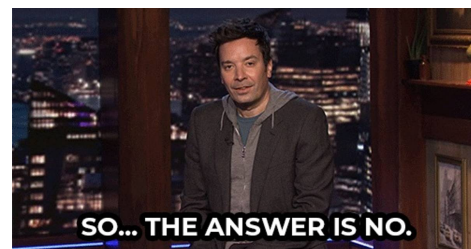
2023 WORKPLACE NEWS



Lattice's CPO on the 'meta' experience of leading HR at...

Cara Brennan Allamano discusses what it's like to work in an HR leadership role at a people-focused company, as well as the evolving role of HR leaders in the C-suite.

[Read more](https://www.hr-brew.com)
www.hr-brew.com



Amazon tells employees who refuse to RTO: No promotion...

This type of strategy could make it hard to recruit and retain employees, HR expert warns.

[Read more](https://www.hr-brew.com)
www.hr-brew.com

How HR can promote
belonging in the

workplace

Some 75% of workers feel excluded at work-HR can play a pivotal role in changing that.

[Read more](#)

www.hr-brew.com



How onsite childcare helped UPS reduce turnover

During a pilot period of emergency childcare at the company, turnover dropped by 27 percentage points.

[Read more](#)

www.hr-brew.com

[Click Here for SHRM Vaccination Resources](#)



Volunteering with ICSHRM gets you valuable Benefits!

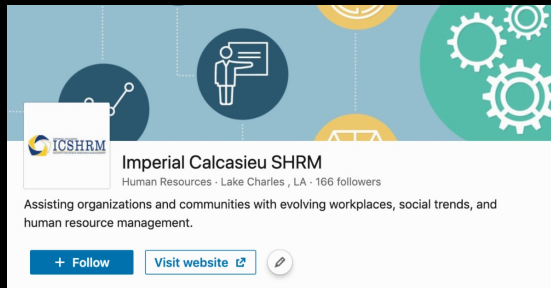
Our ICSHRM Board members receive free ICSHRM membership, meeting volunteers received free access to monthly member meetings, and volunteering for positions at conferences are eligible to attend conferences free. Consider joining next year!

Become SHRM Certified

[APPLY NOW](#)



SHRM Foundation can provide FREE MONEY FOR YOU. Opportunities can



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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