

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

## Newsletter February 2023

There is not a meeting in February, but get ready for March!

**March 29, 2023**  
**Pioneer Club**

**Employee Investigation**

JANELL JOHNSON  
SHRM-SCP, SPHR, CFI  
PPG HR MANAGER

\$25 member  
\$35 non-member  
\$15 student

**Conducting Employee Investigations**  
Join Us from 11:30am - 1pm  
Learn about conducting prompt, timely investigations.  
Thorough and impartial processes that maintain confidentiality and protect your company from lawsuits.

Come and join us for an informational session on conducting employee investigations live or zoom on March 29, 2023.

[REGISTER HERE](#)

**FREE APPETIZERS!**

*THANK YOU*

GIS|Benefits

for sponsoring this event!

# HR on TAP

## Our First ICSHRM Happy Hour Event 3/8/2023

**The Wine Store**  
**4402 Nelson Rd. LC**  
**5:00 – 7:00**



## Celebrating McNeese Student Chapter Announcing the Professional of the Year

Swing by after work for a fun time with your fellow ICSHRM members. Feel free to bring a prospective member as well!

Dutch treat for drinks but there is happy hour pricing available!

**Appetizers & Event Sponsored by:**



---

## RECENT SHRM NEWS



[Employers Are on the Hunt for Workers with These Tech Skills....](#) in this article, it is also mentioned that employers shouldn't dismiss the importance of human-centered skills. The Coursera report identified the 10 fastest-growing human skills:

1. Storytelling
2. Change management
3. Organizational development
4. Influencing
5. People management
6. Culture
7. Collaboration
8. Decision-making
9. Communication
10. Planning

[How Employers Are Handling Compensation Challenges in 2023](#)

[NFL Addresses League's Lack of Diversity in Coaching](#)

---

# EEOC NEWS

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION



“KNOW YOUR RIGHTS: Workplace Discrimination is Illegal”

Updated version issued in October 2022.

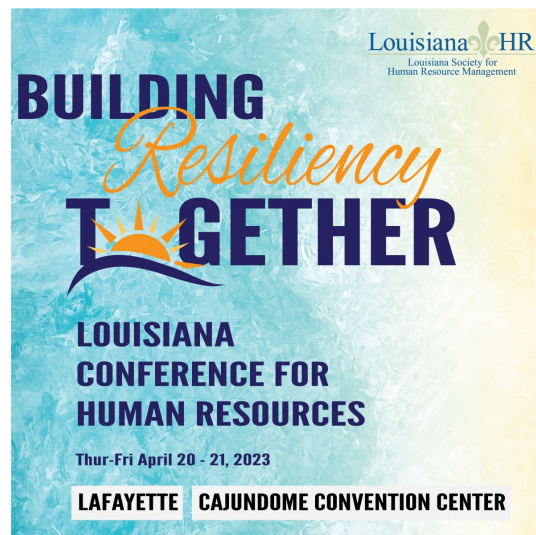
The poster is [available](#) in English and Spanish. More languages will be added at a later date.

**Steps to take:**

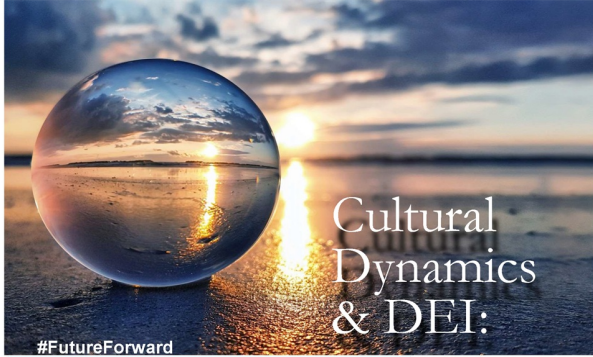
- Replace any outdated version of the poster with the new version as soon as possible.
- Ensure the updated poster is displayed in a conspicuous location in the workplace, where notices to applicants and employees are customarily posted. The EEOC also encourages employers to post it on their websites in a clearly visible location.



## Louisiana SHRM



The 2023 Louisiana Conference on Human Resources will offer an extensive program of sessions relevant to the field of human



### Cultural Dynamics & DEI: Achieving Measurable Success that Drives Business Outcomes

The Center for Diversity & Inclusion, a research institute of Leading NOW, has re-engineered Cultural Dynamics for the Workplace. This ground-breaking research has identified the five (5) key factors necessary to deliver successful Diversity, Equity & Inclusion initiatives that produce measurable Business Outcomes.

In this inaugural, interactive session, Dr. Usha Pillai, Co-Chair for The Center for Diversity & Inclusion and Kelly Lockwood Primus, CEO of Leading NOW, will present this research, delve into each of the five key factors, and provide best practices of why & how to incorporate Cultural Dynamics into your organization.

Participants in this session will learn the meaning of Cultural Dynamics in the Workplace, grasp an understanding of the five key factors, and leave with the knowledge of how to successfully implement Cultural Dynamics in their organization.

Master  
Class with  
Kelly Primus



CEO



© Leading NOW. All Rights Reserved.

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.

**DEI Conference**

**LASHRM Conference**

## 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](#)



### **Feb 26-28**

SHRM Employment Law & Compliance Conference  
(Washington D.C / Virtual)

### **Feb 28**

Deadline to file ACA Forms 1094-C, 1095-C, 1099 MISC  
without NEC

### **March 2**

OSHA 300 Data Electronic Submission Due (Online) Deadline

**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?

**Building Employees Skills**

Select

**The Right Benefits Package**

Select

**Balance Employee Flexibility**

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!



ICSHRM helped the McNeese SHRM Student Chapter in hosting their Pancake Breakfast.





---

## 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



---

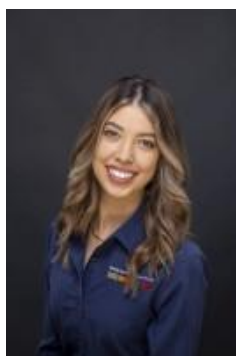
ICSHRM is looking for HR Professionals from all organizations. If you know someone, guide them to an HR Community that cares.

---

## Welcome Our New Members

### From CSE Federal Credit Union

Shelby Benson,  
Training Manager



& Alaina Matte Hebert,  
Human Resources  
Coordinator



---

### From Southwest Louisiana Safety Council

Ruby DeRouen, Human Resources  
Coordinator

---

### From Livingston Group, LLC.

Julia Morrison, Human Resources  
Assistant  
&  
Chuck Reed, Human Resources Manager

---

### From Visions Financial Services, LLC

Nypheteria Clophus, CEO

---

### From Landlocked Aviation Services

Haden Cooley, Human Resources Director

---

### From Booth Environmental Services, LLC.

Sean Booth, Owner/CEO





---

# 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



### New Law Rewarding Whistleblowers May Mean New Risks for...

Employers may face higher risks from lawsuits by whistleblowers in the future. As part of last year's omnibus spending bill, Congress passed the Anti-Money Laundering Whistleblower Improvement Act, which increases rewards whistleblowers can...

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



### House Republicans Vote to Require that Federal Workers...

The U.S. House of Representatives Feb. 1 passed a bill that would require federal agencies to reinstate pre-pandemic remote work policies. "The federal workforce needs to get back to work," said Rep. James Comer, R-Ky., the sponsor of the...

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





## Job Growth Exploded in January

U.S. employers added an astonishing 517,000 new jobs in January, much more than the 180,000 new jobs expected, according to the latest employment report from the U.S. Bureau of Labor Statistics (BLS). January's payroll gains upended a string of...

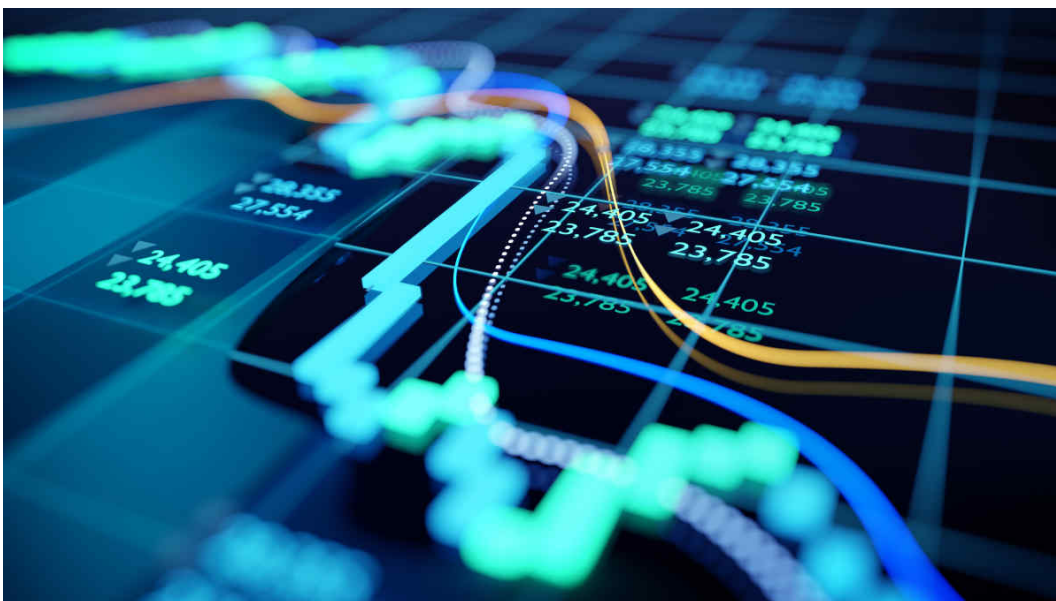
[Read more  
www.shrm.org](http://www.shrm.org)



## 'Leadership Comes in Little Moments'

"Leadership is an activity, not a position of authority," Ed O'Malley and Julia Fabris McBride of the Kansas Leadership Center (KLC) write in their new book, *When Everyone Leads the Toughest Challenges Get Seen and Solved* (Bard Press, 2023). "If...

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



## Working Through an Unstable Economy

Is the U.S. in a recession? The question is difficult to answer given the myriad indicators that make up the nation's economic outlook. In the fourth quarter of 2022, the gross domestic product grew by 2.9 percent-exceeding analysts'...

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

[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 certain positions are eligible to attend SHRM Advocacy in Washington DC. Consider joining next year!

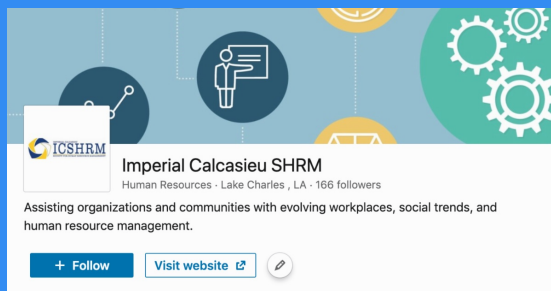
## Become SHRM Certified

[APPLY NOW](#)



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

## Connect with us on LinkedIn and Facebook



## 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](mailto: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](mailto:mturpin@mcneese.edu)

ICSHRM | [www.icshrm.shrm.org](http://www.icshrm.shrm.org)

