



Imperial Calcasieu SHRM <imperialcalcasieushrm@gmail.com>

Your campaign ICSHRM: April 2022 Newsletter has been sent

Constant Contact <noreply@constantcontact.com>

Mon, Apr 4, 2022 at 7:30 AM

Reply-To: noreply@constantcontact.com

To: imperialcalcasieushrm@gmail.com

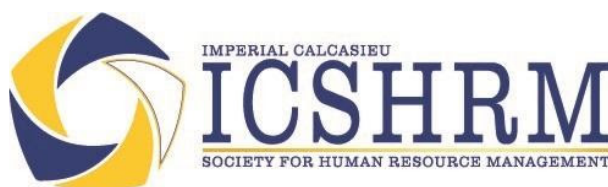


Dear Imperial Calcasieu SHRM,

Your campaign '**ICSHRM: April 2022 Newsletter**' was sent on 4/4/2022 around 8:30 AM EDT.

Below is a copy of the message your subscribers received. See how your campaign is doing by visiting Reports [in your account](#) to get real-time results and stats.

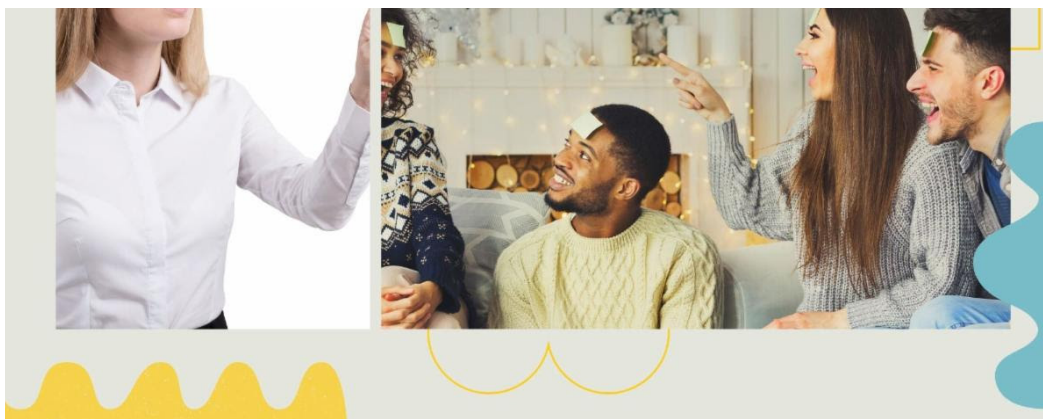
Subject: ICSHRM: April 2022 Newsletter



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

Newsletter April 2022





We can't wait to see you at HR Trivia!

[REGISTER HERE](#)

IMPORTANT MEMBERSHIP INFORMATION!

In order to better serve you we have purged our database and we are asking all members to re-establish their membership profiles.

[Email Support](#)

[Visit our website](#)

RENEW MEMBERSHIP
DEADLINE MARCH 31, 2022

\$50

MEMBERSHIP RENEWAL APPLICATION

Deadline



Why we are charging after membership has been free for the last few years? In order to continue the ICSHRM organization and provide the most valuable Human Resources programming and resources we have to charge a nominal fee.

Is my membership still FREE if I am a SHRM member? **No.** Just like all organizations, ICSHRM faces ongoing expenses to continue operating. Costs include items such as banking fees, marketing and advertising fees, postage and post office fees, amongst a host of other expenses. In previous years, we have been able to use surplus funds to maintain free memberships for ICSHRM members, and we were honored to share those savings with our members. As the cost to operate has increased, we again turn to our members to continue their support of our organization so that it can continue to be a resource and advocate for the HR professionals in our SWLA community. As always, the membership fee does not apply to our honorary/retired members and student members.

Are other local SHRM organizations doing the same? **Yes.** 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 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!

It's past the deadline. Can I still renew? **Yes.** We are giving a grace period for members in order to continue their relationship with ICSHRM without a late fee. We value your support and want to provide you with continued networking in our local HR community.

[Email Support](#)

[Visit our website](#)

UPCOMING EVENTS!





ICSHRM Upcoming Event Dates

- April 27 - [HR Trivia - ICSHRM Meeting](#)
- May 1 - I-9 Expiration for Expired Documents
- May 17 - EEO-1 Submittal Deadline
- May 25 - [Strategy During Recovery](#)
- June 29 - Reviewing Resumes Pros/Cons
- August 31 - Terminations and Leave of Absences

OTHER 2022 Upcoming Events

September - [Law Summit](#). PENDING More information coming soon.

Register For Upcoming Events [HERE!](#)

**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.



**MEMBER MEETING
INCENTIVES**

COME TO MEETINGS AND GET THIS TEAMWORK MAGNETIC CLIP HOLDER! BUILD YOUR TEAM WITH EVERY MEETING.



Highlights from March

Need **quality** students for internship positions?

Make McNeese your **First Choice** — and find your **Best Choice!**

— MCNEESE STATE UNIVERSITY
INTERNSHIP
SOIRÉE
 SPRING 2022

Even with bad weather the show must go on. The Internship Soiree happened and we would like to share your pictures. Please email us your internship soiree pictures.

[Email](#)

Which session would you like to attend the most?

Terminations and Leaves of Absence

Select

How to Create a Fun Work Environment

Select

Leadership Training - Communication Styles

Select

2022 BOARD MEMBERS

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

Treasurer - Chuck O'Connor, MBA

Secretary - Dana Taylor

President Elect - Vacant

Certification - Jennie Stevens, SHRM-CP

Events/Sponsorships - Vacant

College Relations - Kristin Scott, PhD, SHRM-SCP

Membership - Marjorie Wesley

Workforce - Michelle McInnis

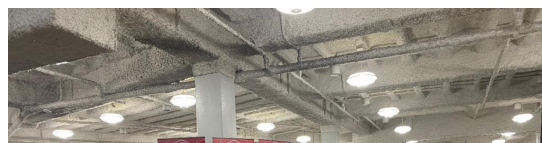
Diversity Director - Christina Bass

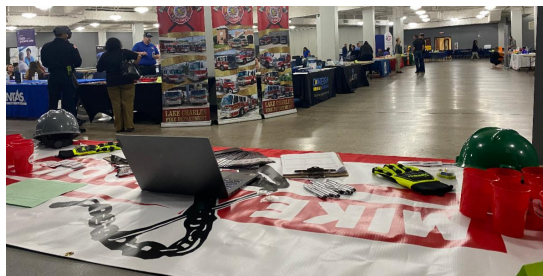
Communications Director - Michelle Martell

Director at Large - Candy Parker, SHRM-SCP, SPHR



March Adventures





HR Professionals from several companies came together to recruit individuals in our local area.

Welcoming ICSHRM's New Members



Malachi Carroll is a McNeese Student.

Diandra Grasty works with Lowe's Companies, Inc in Human Resources.





Ashley Reed is the Business Development Representative with Pelican State Credit Union.

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



Call Chris
337-263-1355

[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.

Reminder: Submit your 2021 EEO-1 Component 1 report
Important dates:

The 2021 EEO-1 Component 1 data collection is tentatively scheduled to open on **Tuesday, April 12, 2022**, and the tentative deadline to file the 2021 EEO-1 Component 1 Report is **Tuesday, May 17, 2022**. The EEOC will post any updates regarding the 2021 EEO-1 Component 1 data collection to www.EEOCdata.org/eeo1 as they become available.

Need a quick reminder of how you should be preparing for filing the EEO-1 Component 1 report?

Ensure that your employees have all the following information:

- Gender
- Ethnicity/Race
- EEOC Job Classification
- EEO Establishment

Remember, the EEO-1 reporting is **mandatory**. If an employer fails or refuses to file its EEO-1 component 1 report, the EEOC may compel an employer to file this form by obtaining an order from the US District Court. The penalties for failure by a federal contractor or subcontractor to comply may include termination of the federal government contract and debarment from future federal contracts.

If you have any questions, please visit the [EEOC website](#) or check out our [FAQ for additional information](#).



REGISTER HERE

SHRM Annual Conference &

Expo 2022

Cause The Effect you want to have on the world of work and on your career. Join us at SHRM22 for the largest gathering of HR professionals on Earth in one of the most vibrant cities in America: New Orleans, LA. The event will include four days of peer-to-peer networking, inspiring addresses from top business and HR leaders, competency-based HR seminars, hands-on workshops, plus curated content focused on some of the most pressing issues facing HR: DE&I, workplace culture, talent acquisition and retention, and more.

JOIN US IN NEW ORLEANS!

Get the most out of your SHRM22 experience in New Orleans by staying in a **SHRM22 hotel** with your fellow attendees.

The **SHRM22 housing block** offers a **wide array of hotels to choose from**—each with a unique vibe and short distance away from the SHRM22 venue!

Secure the best available rates by booking your SHRM22 hotel stay directly through our **official SHRM22 housing partner, MCI.ner, MCI.**

Reserve Housing



SHRM Annual Conference & Expo in NOLA (June 12-15) is only four months away. Louisiana knows how to throw a party and SHRM22 is already gearing up! To put on a conference of this size, SHRM will need over 500 volunteers....and we need YOU!

This year, conference volunteers will have the opportunity to volunteer in the following three (3) ways:

1. **In person:** If you volunteer for one shift (approx. 5 hours), your registration will be discounted to \$795 and you will have full entry to the in-person conference experience.
2. **In person:** If you volunteer for three shifts (approx. 5 hours/each), you will receive complimentary full entry to the in-person conference experience.
3. **Virtual:** If you volunteer a minimum of eight (8) hours, you will receive complimentary full entry to the virtual conference experience.

Initially, local chapter members in Louisiana will be given priority for volunteer selection...but the geographic area will expand as additional volunteers are needed.

If you are interested in volunteering, **Join the SHRM22 Volunteer Interest List**. (Please note: signing up on the interest list does not guarantee a volunteer position.) If you are selected as a volunteer, you will be asked to officially register as a volunteer and be given access to the shift scheduling platform. Note: volunteers are responsible for their own travel expenses.

Why volunteer?

- Be a part of the experience that brings solutions to HR professionals to cultivate a better workplace.
 - Earn SHRM recertification credits.
 - Save on the cost of the conference
- Meet other HR leaders at the volunteer training/orientation

Keep up to date with SHRM22. We can't wait to see you!

[Join SHRM22 Volunteer List](#)

2022 WORKPLACE NEWS



Five Things Employers Should Know About the EEOC's New...

The Equal Employment Opportunity Commission (EEOC) offered employers new guidance on religious accommodations for the COVID-19 vaccine. The COVID-19 technical assistance applies to religious accommodation claims under Title VII. This guidance...

[Read more](#)

www.phelps.com



Burnout Is a Problem for HR Professionals

The COVID-19 pandemic pushed human resource professional Brittanie Young, SHRM-SCP, into stress eating. It wasn't long before she developed dangerously high blood pressure. "I've learned that when I'm burned out, it's very hard to have the energy ...

[Read more](#)

www.shrm.org



OSHA Seeks Comments on Proposed Final Rule to Protect...

On March 22, the Occupational Safety and Health Administration (OSHA) reopened the comment period on its proposed final rule to protect health care workers from COVID-19, indicating that the department is considering relaxing some of the...

[Read more](#)

www.shrm.org



DOL Issues Guidance on Prohibited Retaliation Under FLSA ...

The U.S. Department of Labor (DOL) released guidance on March 10 that gave specific examples of what constitutes unlawful retaliation under the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), and visa programs. The...

[Read more](#)

www.shrm.org





5 keys to communicate better in uncertain times | HR Morning

It's important for leaders to communicate clearly, but it's absolutely critical that it happens in uncertain times. And the uncertainty of the past two years doesn't seem to be letting up any time soon. So managers and supervisors will want to...

[Read more](#)

www.hrmorning.com



COVID-19 VACCINATION RESOURCES

Can an employer offer vaccinations or ask employees to get vaccinated? SHRM has produced vaccination resources to help those employers with tools, forms and guidance.

[Click Here for SHRM Vaccination Resources](#)



Volunteering with ICSHRM gets you valuable Benefits!

Become a Board Member!

BENEFITS OF VOLUNTEERING

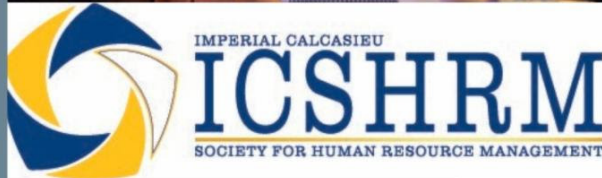
- PAID SHRM MEMBERSHIP
- PAID ICSHRM CONFERENCE
- EXPENSES PAID VLS TRAINING WITH OTHER STATE SHRM VOLUNTEERS
- OPPORTUNITIES FOR EXPENSE PAID TRIP TO DC - SHRM VLS*

IMPROVE YOUR HR SKILL

GAIN EXPOSURE TO OTHER INDUSTRIES

MANY NETWORKING OPPORTUNITIES

*Applies to certain board roles



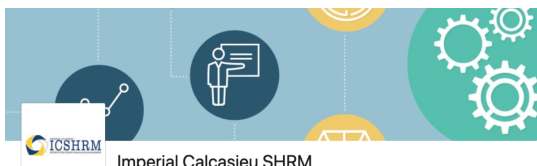
Become SHRM Certified

[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



Human Resources - Lake Charles, LA - 166 followers
 Assisting organizations and communities with evolving workplaces, social trends, and human resource management.

+ Follow

Visit website ↗

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.



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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