

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

Newsletter June 2022



RECRUITING BEST PRACTICES
PRESENTED BY TRISTAN HAGER
HUMAN RESOURCES LYONDELLBASELL

**FIND CANDIDATES
IMPROVE YOUR SOURCING
MINIMIZE RECRUITMENT
STRUGGLES**

June 29, 2022
11:30am - 1pm
Pioneer Club

The graphic features a central portrait of Tristan Hager, a woman with long dark hair, smiling. To her right is a collage of images: a hand holding a glowing globe, a handshake over a laptop, and a group of people in a meeting. The background is dark grey with white decorative lines on the left and right sides.

**Speaker for June Meeting- Tristan Hager,
Human Resources LyondellBasell**

[REGISTER HERE](#)

Louisiana State Conference April 2023

Looking for Volunteer for LASHRM conference April 2023! Here are the available volunteer roles:

- **Registration Co-Chair** - working closely with Ryan Lagrange (co-chair) to assist registrants who may need assistance in completing their registration. Receives a list of paid registrants from treasurer and marks paid in constant contact, updates committee on calls with registration numbers, prints badges for attendees, sponsors, exhibitors, and speakers. *Requires* 1-2 hours per month from November - to March, 1 hour per week in April up to the week of the conference. Week of conference 2-3 hours through the day before and there from open to close day one and

till noon on day 2. There will be a committee that will work the registration table during conference hours.

- **Social** - night 1 of the conference (April 20, 2023) at Rock N Bowl in Downtown Lafayette. *Requires* about 8 hours of work between May and April and then several hours the day of.
- **Exhibitor Committee** - work closely with Melinda Koon securing and communicating with (potential) sponsors. Melinda is a very seasoned committee chair and has processes in place, this would be assisting her. *Requires* a couple of hours a month between May and March and a couple of hours a week the month of April. A few hours the day before the conference and assisting the exhibitors throughout the conference.
- **Speaker Committee** - working closely with Tessa (chair) assisting speakers, mostly via email. *Requires* - 4-5 hours per month from November - March, 1 hour per week in April up to the week of conference. Week of conference 2-3 hours. Checking Speakers in on both days on conference
- **Marketing Committee** - working closely with Tim and Kristy on PR, social media and Constant Contact *Requires* - 1 hour/per week November - Conference

Email us for more information. Click on the link below.

[Email Us](#)

JOIN NOW

- *RECRUITING*
- *SKILL DEVELOPMENT*
- *CERTIFICATION OPPORTUNITIES*
- *LEGAL UPDATES*
- *NETWORKING*
- *LOW COST MEMBERSHIP*
- *HR, BUSINESS OWNERS & MORE!*

APPLY TODAY

IMPERIAL CALCASIEU
ICSHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

LOCAL MEMBERSHIP OPPORTUNITIES

WHY DO YOU WANT 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 2022 we are meeting at the Pioneer Club on the last Friday of the month. 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. Check our website for 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](#)

UPCOMING EVENTS!



ICSHRM Upcoming Event Dates

- **June 9 - Washington Amends Its Paid Family and Medical Leave Act and West Virginia Relaxes Payroll Card Rules**
- **June 12 to 15 - SHRM Annual Conference & Expo 2022 in New Orleans**
- **June 14 - Attend the 2022 Better Workplaces Challenge Cup Finals in New Orleans**
- **June 19 - Honoring Juneteenth at Work**
- **June 21 - EEO-1 Late- Filing Deadline**
- **June 30- SHRMLabs' WorkplaceTech Accelerator Demo Day**
- **June 29 - Reviewing Resumes Pros/Cons - Pioneer Club**

- July 1- Chicago updates Anti-Harassment Law, Florida Limits Diversity Training, and Mississippi Mandates Equal Pay for Equal Work
- 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.



2022

MEMBER MEETING INCENTIVES

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



Highlights from May

May 2022 was an amazing but crazy busy month.

Our May Speaker "Strategy During Recovery"

This was an enlightening session on the importance of having a plan, adjusting your plan and following through on needs for your employees. Clair Monceaux, VP of



Cord Ceremony for McNeese! Scholarship Winners



**McNeese Student Chapter
Scholarship Winner
Malachi Carroll**

**ICSHRM Sons & Daughters
Scholarship Winner
Bella Bowers
(not in picture)**



Spring 2022 McNeese SHRM Graduates

William Cummings, Kaysha Thibodeaux,
Isaac Burleigh, Taylor Andrepont, Ariyan
Alfred, Emilee Whitaker, Sarena Greenlee,
Deja Dellafosse



Fall 2022 McNeese SHRM Board Induction

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

Terminations and Leaves of Absence

Select

Positive Work Culture

Select

Recruiting & Retention

Select

Other

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



May New Members

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

Welcoming ICSHRM's New Members



Stacie Fox
HR Coordinator
Henderson Family Enterprises

Kathy Sonnier
SVP Employee Benefits
HUB International



Emily McAnulty
Nurse Recruiter

Julie Custer
Director of Human Resources
Stratigos Dynamics, Inc



No pictures available

Callie Doucet
Human Resources
LyondellBasell

Leah Prudhome
Volunteer
St. Joseph Hospice

Sarah Lott
Human Resources
Beauregard Electric

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.

DHS Extends Form I-9 Requirement Flexibility (Effective May 1, 2022)

The Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE) announced an extension of the flexibility in complying with requirements related to Form I-9, Employment Eligibility Verification, due to COVID-19.

This temporary guidance was set to expire April 30, 2022. Because of ongoing precautions related to COVID-19, **DHS has extended the Form I-9 flexibilities until Oct. 31, 2022.**

See the original ICE news release from March 20, 2020 for more information on how to obtain, remotely inspect, and retain copies of the identity and employment eligibility documents to complete Section 2 of Form I-9.

Please also consult ICE's guidance for clarification on this provision.

Employers are encouraged to begin, at their discretion, the in-person verification of identity and employment eligibility documentation for employees who were hired on or after March 20, 2020, and who presented such documents for remote inspection in reliance on the flexibilities first announced in March 2020.

Employers must monitor **DHS'** and **ICE's Workforce Enforcement announcements** about when the extensions end and normal operations resume.

E-Verify participants who meet the criteria and choose the remote inspection option should continue to follow current guidance and create cases for their new hires within three business days from the date of hire.

Please **see COVID-19 webpage for more information**.

Just a few days away but, there's Still Time to Register for SHRM22!

Booking last minute flights not your thing? No problem.

Join us virtually at [SHRM Annual Conference & Expo 2022](#) (SHRM22) June 12-15 and get an action-packed experience without the travel.

With your SHRM22 virtual pass, you'll learn from 150+ industry experts, be able to network before the conference starts on the SHRM22 Conference Community, play the virtual leaderboard game, take Brain Bite Breaks, participate in Cyber Sorcery with Johnny Wu Magic, and so much more.

Now through June 3, use promo code [SHRM22VIRTUAL](#) to SAVE \$150 on your virtual conference registration.*

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!

MEET US IN NOLA

Southwest Louisiana

If you are going to the conference we want to meet up with you for a group picture! Send us your phone number to imperialcalcasieushrm@gmail.com

SHRM22
ANNUAL CONFERENCE & EXPO



2022 WORKPLACE NEWS



DHS Extends Form I-9 Requirement Flexibility (Effective...

The Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE) announced an extension of the flexibility in complying with requirements related to Form I-9, Employment Eligibility Verification, due to COVID-19. This...

[Read more
www.uscis.gov](https://www.uscis.gov)



US Department of Labor publishes updated Family and...

WASHINGTON - The National Institute of Health estimates that nearly one in five U.S. adults - or about 52.9 million people in 2020 - live with a mental illness, and that only about half receive the help needed.

[Read more
www.dol.gov](https://www.dol.gov)



US Department of Labor releases Final Rule on changes...

WASHINGTON - The U.S. Department of Labor's , the IRS and the Pension Benefit Guaranty Corp. today released a Federal Register Notice announcing changes to the Form 5500 Annual Return/Report of Employee Benefit Plan and Form 5500-SF Short Form...

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



Indeed's definitive guide to recruitment and talent...

What recruiters and talent acquisition professionals need to know Taking the right steps when hiring can come with big payoffs. That's why we've created a free guide to help you attract, recruit and hire the right people for every role, right away.

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

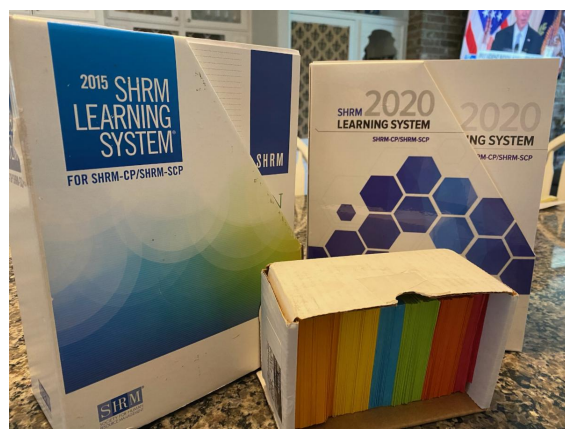


Job Openings, Quits Hold Near Record Highs

Available jobs fell to 11.4 million in April, just under the highest number on record, according to the monthly JOLTS report released by the U.S. Bureau of Labor Statistics. In addition to the continued high volume of job openings, the number of ...

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

Lee Granger, a retired member, is selling her SHRM certification study materials. If you are interested please contact her at 337.802.6227 or by email at lgranger715@gmail.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

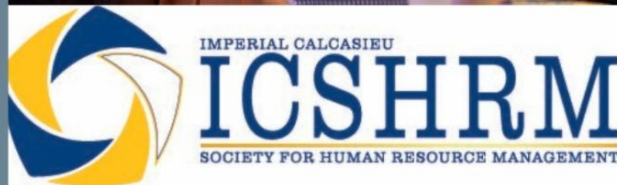
- PAID SHRM MEMBERSHIP
- PAID ICSHRM CONFERENCE
- EXPENSES PAID VLS TRAINING WITH OTHER STATE SHRM VOLUNTEERS
- OPPORTUNITIES FOR EXPENSE PAID TRIP TO DC - SHRM VLS*

IMPROVE YOUR HR SKILL

GAIN EXPOSURE TO OTHER INDUSTRIES

MANY NETWORKING OPPORTUNITIES

*Applies to certain board roles



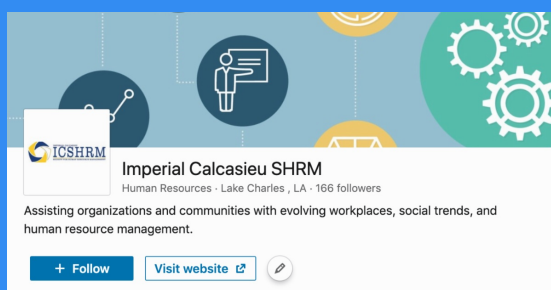
Become SHRM Certified

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

Connect with us on LinkedIn and 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.



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 student's major field of study. For more information on internships please contact Morgan Turpin at (337) 475-5554 or mturpin@mcneese.edu

