

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

## Newsletter May 2022



### STRATEGY DURING RECOVERY

MAY 25, 2022  
11:30AM - 1PM  
PIONEER CLUB



IMPERIAL CALCASIEU  
**ICSHRM**  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

**Speaker for May Meeting- Clair Monceaux,  
VP of Business Development**

[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

**RENEW MEMBERSHIP**

DEADLINE MARCH 31, 2022

**\$50**

**Deadline Extended**

**MEMBERSHIP RENEWAL APPLICATION**

**JOIN OR RENEW NOW**

## DEADLINE EXTENDED TILL MAY 31, 2022

Create a great offer by adding words like "free" "personalized" "complimentary" or "customized." A sense of urgency often helps readers take an action, so think about inserting phrases like "for a limited time only" or "only 7 remaining!"

**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](#)

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# UPCOMING EVENTS!



## ICSHRM Upcoming Event Dates

- 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.

2022



## Highlights from April

**Fun times with HR Trivia!**



April 2022 we had a change in pace and thought our HR Professionals would enjoy some FUN! We conducted a friendly competition of HR Trivia with prizes. Congratulations to the winners. The best part was the networking and continuing education.





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

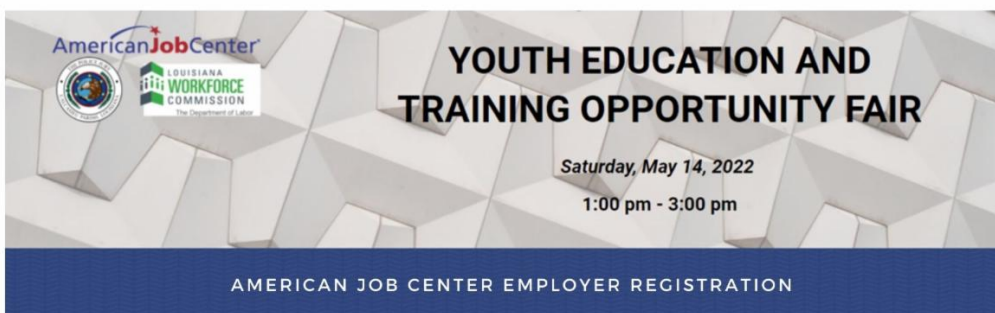
**Workforce** - Michelle McInnis

**Diversity Director** - Christina Bass

**Communications Director** - Michelle Martell

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





DATE: MAY 14, 2022

PLACE: AMERICAN JOB CENTER  
2424 3RD STREET  
LAKE CHARLES, LA 70601

TIME: 1:00 PM - 3:00 PM

WHO: YOUNG PEOPLE, AGES 16-24 FOR MORE INFORMATION  
PLEASE CONTACT:

DAYNA HOFFPAUIR  
(337) 721-4010, EXT. 5018  
DHOFFPAUIR@LWIA51.COM

[Email American Job Center](#)

## April 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

## 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!](#)





### 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/eo1](http://www.EEOCdata.org/eo1) 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](#).



## SHRM2022 Refer-A-Friend

We're so excited to see you at the SHRM Annual Conference & Expo this June 12-15, that we think you should bring a friend (or two)! Starting today, when you refer a friend to attend SHRM22 you'll each receive a digital \$100 VISA gift card.

Here's how it works:

- Copy and paste the section below
- Email it to your HR friends and colleagues
- HR friend registers for a full SHRM22 registration (either in-person or virtual), enters your name and email address on the registration form, and promo code SHRM22REFERRAL when they check out
- You get a \$100 VISA egift card, and they get a \$100 VISA egift card
- Offer Expires 5/6/2022\*
- No limits—refer as many HR friends or colleagues as you like

COPY AND PASTE THIS SECTION

Hello [Insert Name Here]

Join me at SHRM22 in New Orleans, LA from June 12-15, 2022. With 200+ sessions, 12 content tracks, and 27 PDCs you won't want to miss this opportunity to learn, grow and network with your peers. Plus, we'll both get a \$100 VISA egift card for attending!

You'll have the opportunity to learn from our world-class mainstage lineup of industry-leading speakers— President and CEO Bruce Broussard and Chief Administrative Officer Tim Huval of Humana, Thrive Founder and CEO, Arianna Huffington, and the 43rd President of the United States, George W. Bush. Plus, a Tuesday Night Show by global country music star Brad Paisley!

Be sure to use my name [enter your full name] and email address [enter the email address you used to register for SHRM22) in the "were you referred by a friend?" box on the registration form and code SHRM22REFERRAL in the promo code box when you check out to ensure we both receive our \$100 VISA egift cards!

Can't wait to see you there.

We are excited to announce that **SHRM Annual Conference & Expo 2022** (SHRM22) volunteer shifts are OPEN!

To sign up for your shifts at the SHRMStore, Certification Lounge, as a Session Host and more, please see more information below. You must be a SHRM member to volunteer.

Reminder:

- One (1) In-Person Volunteer Shift Worked + \$795 = Full Complimentary In-Person Conference Pass
- Three (3) In-Person Volunteer Shifts Worked = Full Complimentary In-Person Conference Pass (requires 1 Session Host shift)
- Five (5) Hour Virtual Commitment = Full Complimentary Virtual Conference Pass

You will receive a confirmation email once you've successfully signed up for SHRM22 volunteer shifts.

[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.**

Reserve Housing



**SHRM Annual Conference & Expo in NOLA (June 12-15)** is only a month 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.

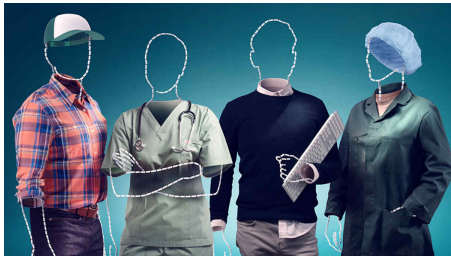
### Why volunteer?

- 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



### Labor Shortages Hit Some Companies Harder Than Others

Parker McKenna, senior vice president of HR at Mosaic in Omaha, Neb., says his organization—a provider of care services to people with disabilities—has always had to work hard to bring in front-line employees. That's because it takes a special...

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



### The ABCs of THC: What Employers Need to Know About...

Illinois became the 11th state to approve recreational marijuana use on June 25 when Gov. J.B. Pritzker signed the Cannabis Regulation and Tax Act (HB 1438) into law. As U.S. support for the legalization of marijuana grows and more states...

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



## U.S. Labor Costs Rose 1.4% in First Quarter and 4.5%...

Labor costs in the U.S. for compensation, including pay and benefits combined, rose 1.4 percent for the first quarter of 2022, up from a 1 percent gain in the October-December quarter, the U.S. Bureau of Labor Statistics (BLS) reported on April...

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



## Curbing Rising Health Care Costs

For business leaders coping with a range of fast-evolving workplace issues, one concern remains constant: the rising cost of health insurance. Health care expenses have long outpaced both general inflation and employee wage increases, and there's ...

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



## IRS Announces Spike in 2023 Limits for HSAs and...

Health savings account (HSA) contribution limits for 2023 are going up significantly in response to the recent inflation surge, the IRS announced April 29, giving employers that sponsor high-deductible health plans (HDHPs) plenty of time to...

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

**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](#)

*Did You Know?*

**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



IMPERIAL CALCASIEU  
**ICSHRM**  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

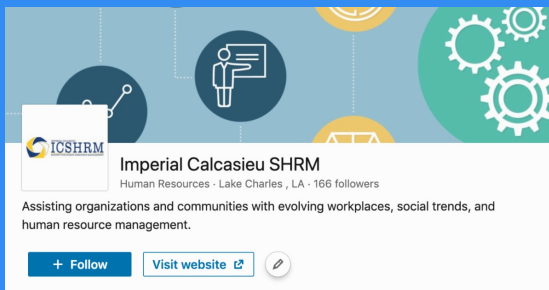
**Become SHRM Certified**

**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 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).





## **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)

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