

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

Newsletter July 2022



This month instead of a meeting we will be hosting a SHRM Foundation Fundraiser and Silent Auction while showing off our Artist skills.

[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](#)

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 your decide to join our HR networking community.

[Email Support](#)

[Visit our website](#)

UPCOMING EVENTS!



ICSHRM Upcoming Event Dates

- July 13- Deadline to Update I-9 Forms Completed with Expired Documents
- August 1 - Louisiana Prohibits Hairstyle Discrimination
- 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 June

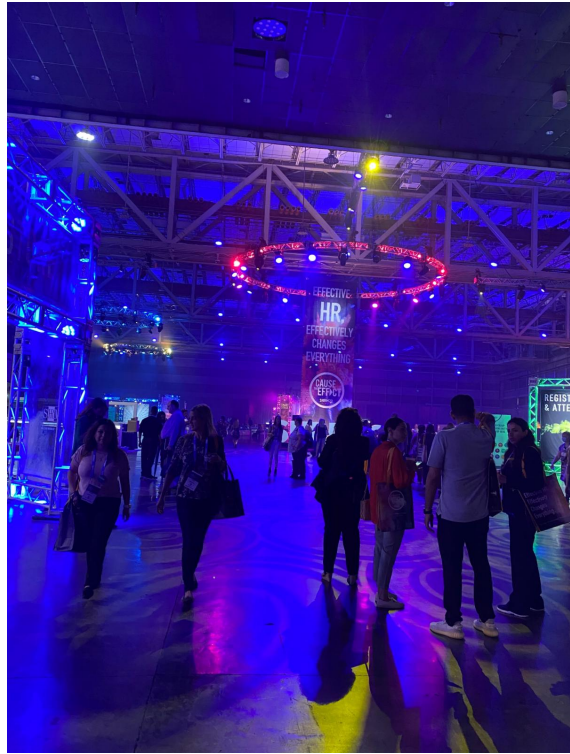
June 2022 Events

Our June Speaker "Recruiting Best Practices"

This was an enlightening session on the best practices in recruiting. Tristan Hager, of LyondellBasell provided many informative tips to build an organization with the talent that is needed.



SHRM22 Conference was Amazing! Join us next year in Las Vegas!!!!





Congratulations

to Issac Burleigh, who is a ICSHRM member and a McNeese Student Chapter Past President on obtaining his SHRM-CP.



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



June New Members

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

**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.**

2022 WORKPLACE NEWS



IRS increases mileage rate for remainder of 2022

IR-2022-124, June 9, 2022 - The Internal Revenue Service today announced an increase in the optional standard mileage rate for the final 6 months of 2022.

Taxpayers may use the optional standard mileage rates to calculate the deductible costs of...

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



US Department of Labor finds Louisiana-based security...

HAMMOND, LA - A Hammond security solutions company illegally denied 23 field operations managers in Louisiana their federal overtime protections. The employees, labeled executives and paid on a salary basis, worked about 60 hours a week, a U.S....

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

US Department of Labor, Equal Employment Opportunity...

WASHINGTON - On June 28, 2022, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) and the U.S. Equal Employment Opportunity Commission (EEOC) hosted an online discussion on skills-based hiring to promote equal...

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



DOL Will Issue New Independent-Contractor Proposed Rule

The U.S. Department of Labor (DOL) has announced it will issue a proposed rule under the Fair Labor Standards Act (FLSA) on the misclassification of employees as independent contractors. Public forums will be held in June on those who may be...

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

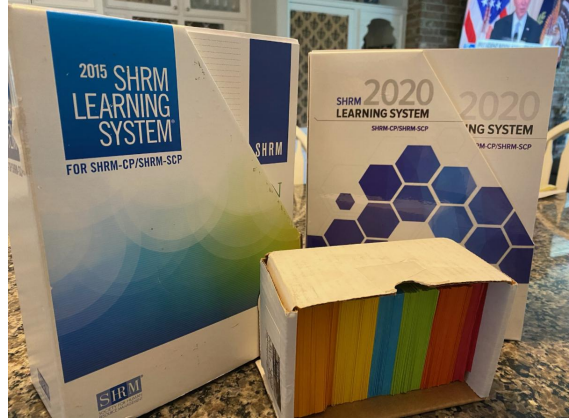


DHS Proposal on Virtual I-9 Review Is Near

The Department of Homeland Security (DHS) announced it plans to issue a proposed rule this month allowing virtual document examination options for reviewing the Form I-9 "in certain circumstances or with respect to certain employers." The...

[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

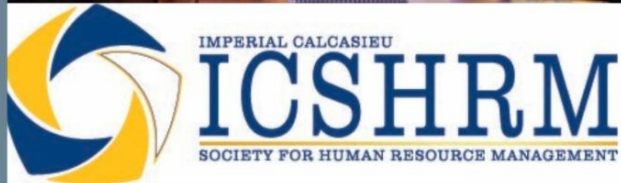
- PAID SHRM MEMBERSHIP
- PAID ICSHRM CONFERENCE
- EXPENSES PAID VLS TRAINING WITH OTHER STATE SHRM VOLUNTEERS
- OPPORTUNITIES FOR EXPENSE PAID TRIP TO DC - SHRM VLS*

IMPROVE YOUR HR SKILL

GAIN EXPOSURE TO OTHER INDUSTRIES

MANY NETWORKING OPPORTUNITIES

*Applies to certain board roles



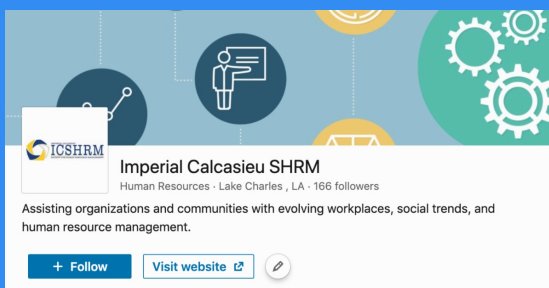
Become SHRM Certified

[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





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

