

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

Newsletter June 2023

JOIN US!



**EXPERT PANEL
DISCUSSION**



DISCOVER UNTAPPED TALENT POOL

JUNE 28, 2023
11:30AM - 1PM
PIONEER CLUB



Come and join us for an informational session on the latest in employment trends!

live or zoom on June 28, 2023.

Networking from 11am - 11:30am

Meeting from 11:30am - 1pm

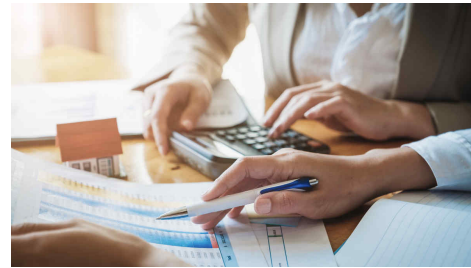
REGISTER HERE



New Guidance Explains Requirements of the PUMP Act

New guidance from the U.S. Department of Labor (DOL) answers some questions employers might have about complying with break time and space requirements under the federal Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act.

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



As Employees Prioritize Financial Benefits, Some...

Persistent high inflation, drastic market swings and recession fears have taken a big hit on employees' financial confidence, leading them to value financial benefits more than ever, new research suggests. But there's a problem: While employees...

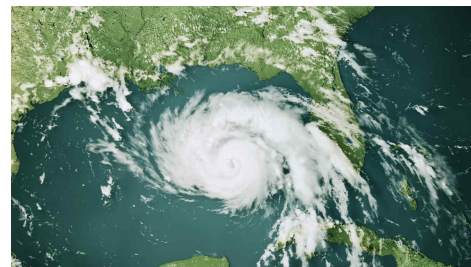
[Read more
www.shrm.org](http://www.shrm.org)



Ask HR: What Does It Mean to 'Make Mental Health...

SHRM President and Chief Executive Officer Johnny C. Taylor, Jr., SHRM-SCP, is answering HR questions as part of a series for USA Today. Do you have an HR or work-related question you'd like him to answer? As a manager, I am trying to understand...

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



Supporting Employees During a Hurricane

When Hurricane Harvey made landfall in Texas in August 2017, Jill Koob, SHRM-SCP, was on the front lines of the storm. The owner of Energize HR had 4 feet of water in her family's home. Luckily, her family had evacuated, but friends and a client ...

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

EEOC NEWS



THE PREGNANT WORKERS FAIRNESS ACT (PWFA)

Prepare for this new law before it goes into effect on June 27, 2023.

WHAT IS IT?

The PWFA requires covered employers to provide "reasonable accommodations" to a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship."



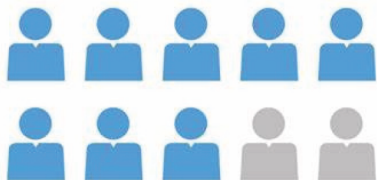
72%



of working women will become pregnant while employed at some time in their lives.

SOURCE: US Census Bureau, Maternity Leave and Employment Patterns: 1961-2008, 2011

8 IN 10



first-time pregnant women work until their final month of pregnancy.

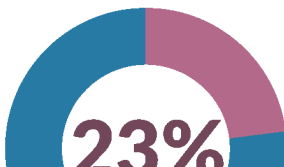
SOURCE: U.S. Congress, Pregnant Workers Fairness Act, 2021, www.congress.gov/117/crpt/hrpt27/CRPT-117hrpt27.pdf


Examples of reasonable accommodations that may be available to workers:

- Offering additional, longer, or more flexible breaks to eat, drink, rest, or use the restroom



- Changing a work schedule, such as having shorter hours, part-time work, or a later start time





of moms have thought about leaving a job due to a lack of reasonable accommodation or fear of discrimination from an employer during pregnancy, according to one survey.


SOURCE: Bipartisan Policy Center: Morning Consult Poll, February 11, 2022

TIP FOR EMPLOYERS:

Train supervisors about the PWFA so they are ready when they get reasonable accommodation requests.



Learn more at [EEOC.gov](https://www.eeoc.gov)

- 
- Changing food or drink policies to allow a worker to have a water bottle or food



- Providing leave for medical appointments or to recover from childbirth



What You Should Know About the Pregnant Workers Fairness Act

On December 29, 2022, the Pregnant Workers Fairness Act (PWFA) was signed by President Biden. Join us in counting down to PWFA's "due date" on June 27, 2023, which is when the law will go into effect. What is the Pregnant Workers Fairness Act?

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

EEOC Chair Issues New Report "Building for the Future:..."

WASHINGTON - The U.S. Equal Employment Opportunity Commission (EEOC) Chair Charlotte A. Burrows issued a report today titled, "Building For The Future: Advancing Equal Employment Opportunity in the Construction Industry." The report provides...

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

Red Barchetta LLC Settles EEOC Disability Discrimination ...

ELKINS, W.Va. - Red Barchetta LLC, a Holiday Inn Express & Suites-brand franchisee in Elkins, West Virginia, will pay \$40,000 to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC) on behalf ...

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

Louisiana SHRM

QUARTERLY WEBINAR SERIES "Future of Work"



Dr. Jim Henderson
President of University of Louisiana
System

Speaker

WHEN: Wednesday, August 2, 2023
TIME: 12PM - 1PM

ONLINE ZOOM

[REGISTER WEBINAR](#)

The Southwest Louisiana Economic Development Alliance has rolled out Livability Southwest Louisiana - a multi-platform program to share the numerous benefits of moving to and living in Southwest Louisiana! The program includes an interactive digital magazine, a beautiful magazine, and significant exposure on [Livability.com](https://www.livability.com), a national website with information about more than 6,500 of America's best places to live and visit.



The program promotes Southwest Louisiana's favorable business climate, attractions, and other amenities to encourage business investment, talent recruitment, and relocation.

If you would like copies of this year's physical magazine, please let us know how many and we will pull copies for your company. Limited delivery is available.

See the online options:

- Go to livability.com/la/lake-charles.
- Click [here](#) to read and share the digital version of the magazine. You can flip through online or download the book in a PDF format. You can also use share tools to quickly send a link by email or post to social media.

HAVE YOU RENEWED YOUR MEMBERSHIP YET FOR 2023?

Membership Dues Information

Membership invoices have been distributed and are due at this time. If you are having trouble paying dues, please get with us, so that we can work with you to be able to continue your membership. If we do not hear from you, your account will become inactive. Please continue to support your local ICSHM organization and continue to receive the valuable benefits of being a member.



Imperial Calcasieu SHRM, P.O. Box 431 Lake Charles, LA 70602 to mail checks or QR code for credit card.

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](#)

JUNE HOLIDAYS & OBSERVANCES

**HURRICANE PREPAREDNESS MONTH
PRIDE MONTH**

**FATHER'S DAY - JUNE 18
JUNETEENTH - JUNE 19
TAKE YOUR DOG TO WORK DAY - JUNE 23
MEMORIAL DAY - MAY 29**



June 1

Prescription Drug Data Collection Report Due

June 2

HR Department of One: Strategies for Success
1-Day Live Online Program

June 7-9

SHRM-CP and SHRM-SCP Certification Preparation
3-Day Live Online Program

June 11 - 14

[National SHRM Annual Conference](#)

June 19

[Honoring Juneteenth at Work](#)

June 23

[Deadline to Download Your E-Verify Historic Records](#)

June 27

Federal Pregnant Workers Fairness Act Effective

July 3

[CROWN ACT](#)

July 12

American Job Center Job Fair

July 31

[I-9 Form Flexibility Expires](#)

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?

Hybrid Learning

Select

Network of Teams within Organizations

Select

Employee-Centricity

Select

Human Skills in the Workforce

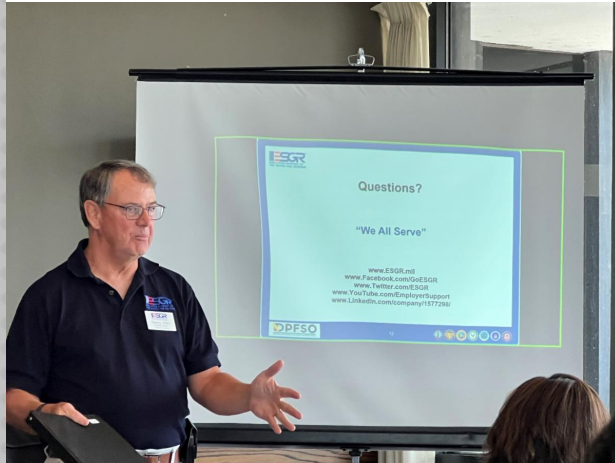
Select

**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.

MAY MEETING

Navigating USERRA - Understanding Rights for Military & Reserve Workers



**Son's and Daughter Scholarship winner
Alana Glaspie**



2023 Meeting Incentives Earn Member Bucks

For every meeting you
attend you'll receive credit
towards
ICSHRM merchandise!



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



Emily Oliver
Trainer @ Coughatta



Crystal Briscoe
Talent and Performance Specialist
with Sasol



Haylee Shuff
HR Generalist @
First Federal

Pictures not available:
Kristen Johnson-Training /Tribal Development Manager with Coushatta
Alexis Courville - HR Generalist with Lotte Chemical



McNeese Student Members

HR McNeese Graduates for Spring 2023
Student chapter had their cord ceremony
on May 5, 2023.





McNeese Student Scholarship Winner
Karin Shinn

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?

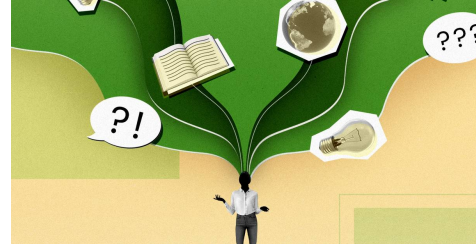
Contact us when you receive your HR Certification. As a member of ICSHRM you will receive a professional frame for your newly acquired designation.

2023 WORKPLACE NEWS

Inside
PricewaterhouseCoopers'
s \$1billion generative AI...

What does it mean to invest \$1 billion in generative AI? PricewaterhouseCoopers (PwC), one of many consultancies pouring money into the buzzy technology, is making a pricey gamble based on the belief that generative AI will revolutionize the...

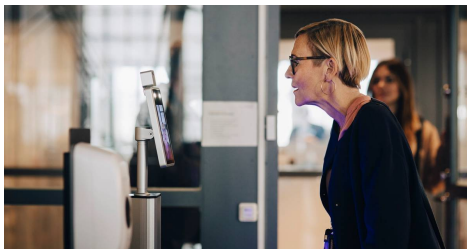
[Read more](#)
www.hr-brew.com



Ask a resourceful human: Virtual onboarding secrets

Welcome to our regular HR advice column, Ask a Resourceful Human. Here to answer all of your burning questions is Massella Dukuly, the head of workplace strategy and innovation at Charter, a media services company that aims to transform the...

[Read more](#)
www.hr-brew.com



Employers are boosting office amenities to push stalled...

Quick-to-read HR news & insights
Our HR newsletter delivers need-to-know industry news and insights to HR pros every weekday for free. "If you build it, they will come" was meant for a baseball diamond in a cornfield, but bosses these days are...

[Read more](#)
www.hr-brew.com

[Click Here for SHRM Vaccination Resources](#)



Volunteering with ICSHRM gets you valuable Benefits!

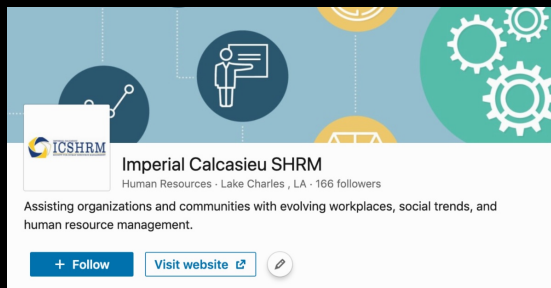
Our ICSHRM Board members receive free ICSHRM membership, meeting volunteers received free access to monthly member meetings, and volunteering for positions

Become SHRM Certified

[APPLY NOW](#)



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



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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.



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

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