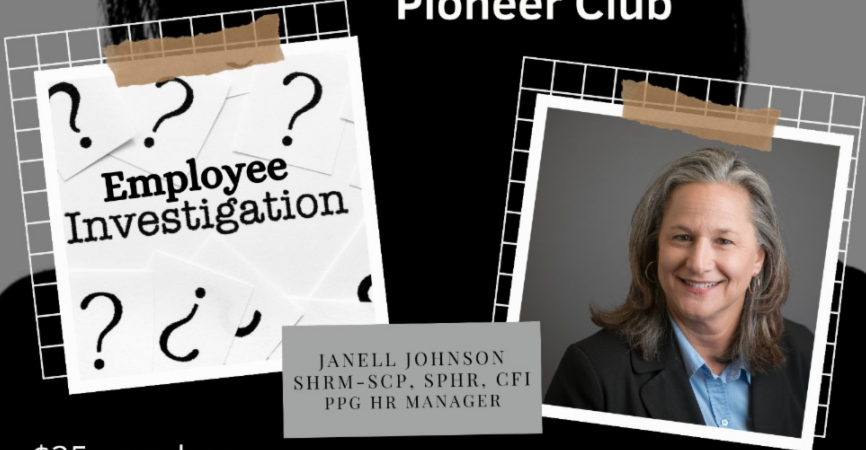


<https://icshrm.shrm.org/>

Newsletter March 2023

JOIN US!

March 29, 2023
Pioneer Club




Employee Investigation

JANELL JOHNSON
SHRM-SCP, SPHR, CFI
PPG HR MANAGER

\$25 member
\$35 non-member
\$15 student

Conducting Employee Investigations
Join Us from 11:30am - 1pm
Learn about conducting prompt, timely investigations.
Thorough and impartial processes that maintain confidentiality and protect your company from lawsuits.



Come and join us for an informational session on conducting employee investigations live or zoom on March 29, 2023.

[REGISTER HERE](#)



HR on TAP

Our First ICSHRM
Happy Hour Event
3/8/2023

The Wine Store
4402 Nelson Rd. LC
5:00 – 7:00



Celebrating McNeese Student Chapter
Announcing the
Professional of the Year

Swing by after work for a fun time with your fellow ICSHRM members. Feel free to bring a prospective member as well!

Dutch treat for drinks but there is happy hour pricing available!

Appetizers & Event Sponsored by:



FREE APPETIZERS!

THANK YOU

GIS|Benefits

for sponsoring this event!

[REGISTER HERE](#)

RECENT SHRM NEWS



Supreme Court Cases May Reshape Workplace Law

Employers are awaiting decisions on some important U.S. Supreme Court cases that will affect aspects of the employment relationship, including diversity initiatives, LGBTQ rights and religious accommodations. "It's going to be a blockbuster..."

[Read more](#)



Labor-Friendly PRO Act Reintroduced in Congress

The Richard L. Trumka Protecting the Right to Organize (PRO) Act, a union-friendly piece of proposed legislation, was reintroduced in Congress on Feb. 28 to mixed reviews. Sen. Bernie Sanders, I-Vt., Democratic lawmakers and a lone...

[Read more](#)



Fischer Connectors, Inc. to Pay \$460,000 to Settle Age...

ATLANTA - Fischer Connectors, Inc., a Swiss-based national manufacturer of circular connectors used in medical devices, will pay \$460,000 to settle an age discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC),...

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

Safelite Autoglass to Pay \$45,000 to Settle EEOC Sex...

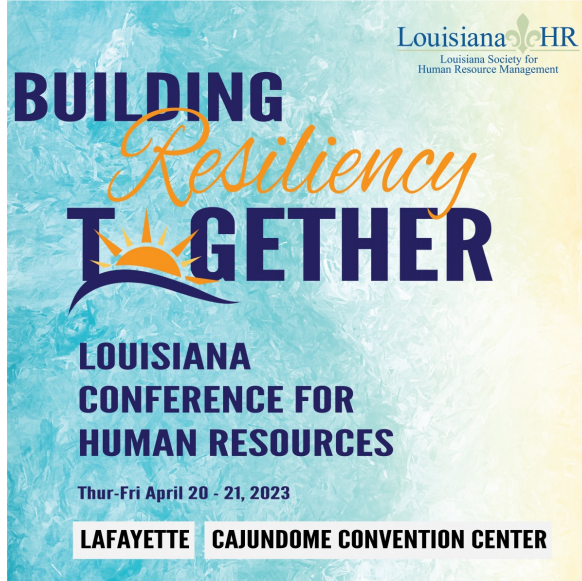
AUSTIN, Texas - Ohio-based Safelite AutoGlass, a vehicle glass repair and replacement business, agreed to pay \$45,000 to settle a sex-based discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal...

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



Louisiana SHRM

The 2023 Louisiana Conference on Human Resources will offer an extensive program of sessions relevant to the field of human resources. Core content for the general and concurrent sessions include: business management and strategy, workforce planning and employment, human resource development, compensation and development,



employee and labor relations, and risk management.

[REGISTER LASHRM Conference](#)

VOLUNTEER FOR STATE CONFERENCE!

Dear Louisiana SHRM Members:

The Louisiana SHRM Annual Conference, ***Building Resiliency Together***, is being held on April 20-21, 2023 at the Lafayette Cajun Dome Convention Center. **We are in need of volunteers.** If you are interested in volunteering, please sign up using the Sign Up Genius Link below. If you volunteer for 1 full day shift or 2- ½ day shifts, you will receive a FREE conference registration. If you volunteer for ½ day shift, you will receive ½ off the conference registration fee. All volunteers must register for the conference. Once all volunteer shifts are filled, you will receive an email with a coupon code to use during the registration process, along with additional information regarding your volunteer position.

[VOLUNTEER SIGN UP LINK](#)

Membership Dues Information

Please send in your payment for membership dues by credit card/debit card [here](#) or with QR code here-->

You can also mail checks to:

Imperial Calcasieu SHRM

P.O. Box

Lake Charles, LA 70602

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](#)



WORK IS RUFF

People make it bearable.

Employee Appreciation Day is March 3

JOIN TODAY



What are you doing to let employees know it's **their work** that helps your organization achieve—and exceed—goals?

As we celebrate **Employee Appreciation Day on Friday**, consider developing a [recognition strategy](#) ... but most of all, don't forget to share a **kind word to someone who is going above and beyond**.

[Join SHRM now](#) for tools, resources and more to spearhead employee programs and stay up-to-date on all things HR.

CELEBRATE EMPLOYEES



Employee Appreciation Day: Celebrate Your Workers With...

What better way to acknowledge your employees' hard work than through Employee Appreciation Day on March 3? As more people return to work in person, it's a great time to celebrate your employees by treating them to a snack or a meal. And surveys...

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



March 2

Provide ACA Form 1095-B Health Plan Enrollee Documentation
Submit Electronic Reports to OSHA

March 3

Employee Appreciation Day

March 8

HR on Tap
Professional of the Year Celebration

March 29

Conducting Employee Investigations

March 31

File ACA Forms 1094-B & 1094-C, 1094-C & 1095-C

April 20-21

Louisiana SHRM Annual Conference

April 26

ICSHRM April Meeting on Benefits

April 30

Remove OSHA Form 300A
File EEO-1 Report with EEOC

May 31

ICSHRM May Meeting on USERRA

June 11 - 14

National SHRM Annual Conference

Don't forget to update your EEOC Know Your Rights Poster! [Click Here](#)

Register For Upcoming Events HERE!

Upskilling Employees

Select

The Right Benefits Package

Select

Employee Life Balance

Select

Marijuana in the Workplace

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.



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

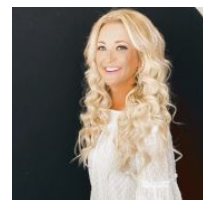
SWLA Economic Development Alliance

Baeleigh Gilson
Workforce Director



From Polaris EPC

Candace Stracner
HR Manager



From Cremer Volunteer Pastilles, LLC

Jenniver Broussard
HR Office Manager

McNeese Student Members

Brynlee Boudreaux
Bryce Carter
Maeleigh Conner
Tashea Griffin
Gabby Manuel

Claire Steigerwald
Lacey Taylor
Maeleigh Conner
Ramona Ballou
Blaine Little
Austin McCall

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



Human Resources Trends to Watch

As standard work environments change, businesses must focus on several crucial human resources trends. Employers should expect an increased demand for development opportunities, strong leaders and strategically implemented technology. HR...

[Read more
www.businessnewsdaily.com](https://www.businessnewsdaily.com)



Narrowing the Talent Gap

The talent crisis is real. Projects are at risk. It's time to make talent a strategic priority. As a result of economic growth and increasing projectization, the demand for project managers is expected to soar in the coming decade.

[Read more
www.hr.com](https://www.hr.com)



3 Tools to Replace the Performance Review

In December, I suggested ways to revise conventional so-called "progressive discipline." In January, I followed up on the topic based on reader input. This month, I want to remake the performance review. When I speak at SHRM conferences on the...

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



10 predictions about work and leadership this year

Three years ago, the once-distant future of work landed in our laps when a global pandemic changed everything. The roles of HR leaders became more complex, as organizations placed more emphasis on employee safety and wellbeing, communications and ...

[Read more
hrexecutive.com](http://hrexecutive.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 at conferences are eligible to attend conferences free. Consider joining next year!

Become SHRM Certified

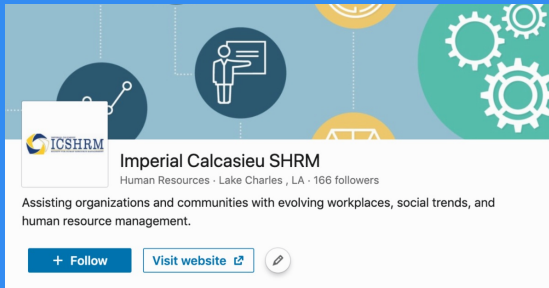
[APPLY NOW](#)





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- 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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