

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

Newsletter March 2024

JOIN US!

Register Today!!

**\$25 Member
\$35 Non Member
\$15 Student**



MICHELLE MARSAW
M.S. SUICIDE EDUCATION &
AWARENESS COORDINATOR

RECOGNIZING THE SIGNS: SUICIDE PREVENTION PLANNING IN THE WORKPLACE

**PRESENTED BY MICHELLE MARSAW WITH
KATHY DORE COUNSELING CENTER**

MARCH 27TH

NETWORKING BEGINS AT 11 AM

11:30 AM - 1 PM

PIONEER CLUB

SPONSORED BY:



March's Meeting is sponsored by Christus Oschner Southwestern LA. Speaker Michelle Marsaw, M.S. Suicide Education & Awareness Coordinator of Kay Dore Counseling Clinic at MSU, offers innovative, practical, and proven suicide prevention training that can help save a life. Michelle will give tips on relationship building, conflict resolution, and listening through QPR.

[REGISTER HERE](#)



ICSHRM PRESENTS
HR ON TAP!
2024

March 6, 2024
5:30 pm – 7:00 pm
@
Crying Eagle Brewery
1165 E McNeese Street
Lake Charles, LA

Come and help celebrate McNeese Student Chapter accomplishments and announcement of Professional of the Year for 2024!

It's a great opportunity to connect with professionals in our industry and expand our networks! We can't wait to see you there!

Guest Welcome!

Appetizers will be provided and the venue offers happy hour pricing on select beverages.

**Appetizers & Event
Sponsored By**



**BlueCross BlueShield
of Louisiana**

[REGISTER HERE](#)

RECENT SHRM NEWS

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



An Unanticipated Retirement Wave Is Happening Right Now...

A number of factors, from return-to-office mandates to falling inflation, are pushing roughly 2.7 million more employees than anticipated to retire, a new report finds. That stands to have a big impact on employers.

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



NLRB's Joint Employer Rule Delayed Two Weeks

A district court judge in Texas delayed the effective date of the National Labor Relations Board's (NLRB's) joint employer rule two weeks, pushing it from Feb. 26 to March 11.

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



GenAI Will Bring Unprecedented Workforce Disruption

Generative AI (GenAI) will transform roles and lead to widespread displacement of workers. How should business leaders respond?

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



Immigration Fee Hikes Take Effect April 1

An overhaul of immigration processing fees, including those covering temporary and permanent work visas, will go into effect April 1.

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



Hospital Housekeeping Systems to Pay \$520,000 in EEOC...

Bako Pays \$50,000 to Settle EEOC Pregnancy...

FORT SMITH, Ark.

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

ATLANTA - Bakotic Pathology Associates, LLC (Bako), a pathology laborato

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



US Department of Labor recovers nearly \$18K in back...

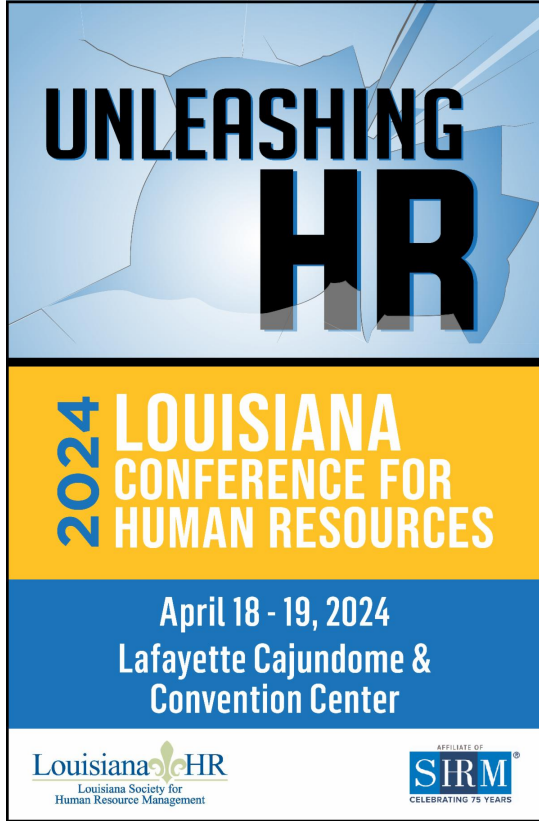
Employer name: Covington-AMG Rehabilitation Hospital LLC, doing business as AMG Physical Investigation site: 5025 Keystone Blvd. Covington, LA 70433
Investigation findings: The U.S. Department of Labor's Wage and Hour Division found AMG Physical...

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



Louisiana SHRM

The 2024 Louisiana Conference on Human Resources will offer an extensive program of sessions relevant to human resources.



Core content for the general and concurrent sessions includes 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, ***Unleashing HR***, is being held on April 18-19, 2024 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 2024, 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](#)

2024 ICSHRM Scholarship Information! Apply Today!



**Deadline for Applications is March
16th, 2024**

NOW ACCEPTING APPLICATIONS

\$500 Scholarship will be awarded to the sons and daughters of ICSHRM members! Based on the student's GPA, student and extracurricular activities



To apply visit

<https://icshrm.shrm.org/forms/scholarship-opportunities>

The applications will be presented to the ICSHRM Board of Directors with no indication of the student's name so that the selection will be anonymous. A selected recipient may only receive the ICSHRM-sponsored student chapter scholarship for one semester at a time. The scholarship shall not be awarded to the same applicant in successive semesters.

ICSHRM SONS & DAUGHTERS



**Deadline to apply
March 16**

ICSHRM McNeese State Student Chapter SCHOLARSHIP

A \$500 scholarship will be awarded to a McNeese State SHRM student chapter member in good standing with MSU-SHRM. Must be a full-time student and active member of MSU-SHRM with a min. 2.0 GPA.

Applicants will be verified by Dr. Kristin C. Scott, SHRM-SCP, McNeese SHRM Faculty Advisor, to ensure eligibility.

Applications must be submitted directly to our website:
<https://icshrm.shrm.org/forms/scholarship-opportunities>



[Visit the Link to Apply](https://icshrm.shrm.org/forms/scholarship-opportunities)

HOLIDAYS & OBSERVANCES

March 2024

March 1st National Employee Appreciation Day
March 8th International Women's Day
March 10th Daylight Saving Time Begins
March 19th Spring Begins
March 29th Good Friday
March 31st Easter



March 2024

[New Louisiana Laws 2024](#)

[SHRM Certification & Exam Options](#)

[State Minimum Wage Increases for 2024](#)

22 states are raising minimum wage in 2024

[IRS 2024 Tax Calendar](#)

[U.S. Bureau of Labor Statistics Calendar](#)

March 6 LASHRM Quarterly Meeting

Recent Developments in Employment Law

[Register Today](#)

April 18-19 Lafayette, LA

LA SHRM 2024 Annual Conference

[Register Today](#)

June 23-26 Chicago, IL

SHRM Annual Conference 2024

[Register Today](#)

March 1

Employee Appreciation Day

March 2

Electronically submit OSHA Form 300A
for 2023

March 6

HR on Tap
Professional of the Year Celebration

LASHRM Quarterly Law Meeting
Recent Developments in Employment Law

March 10

Daylight Savings Time Begins

March 15

S-Corp (Form 1120-S) and partnership (Form 1065) tax returns due

March 27

Recognizing the Signs: Suicide Prevention
in the Workplace March 2024

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

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.**

Louisiana SHRM Legislative Update - 2.8.2024

You may recall that in 2023 both the National Labor Relations Board and the Federal Trade Commission took actions designed to largely put an end to the use of non-compete arrangements in the employment arena.

In early 2023 the FTC issued a proposed rule that would ban the use of most non-compete provisions in the United States. The public had 60 days to comment on the proposed rule. Despite the fact that the 60-day period expired months ago, the FTC still has not issued the final rule. It is likely that the FTC will issue the final rule this year, and that private parties will immediately challenge it in court. (The U.S. Chamber of Commerce has already signaled its intent to do so.)

The NLRB got in on the action when its General Counsel announced the NLRB's position that most non-compete and non-solicitation agreements unlawfully interfered with employees' protected rights under the NLRA. Although the General Counsel has recognized that there may be "special circumstances" that permit non-compete and non-solicitation agreements, those circumstances are limited. The General Counsel has agreed that this position is usually not going to be applicable to supervisors, and that the NLRB will focus on "low-wage or middle-wage workers," and especially those who lack access to their employer's trade secrets. Unlike the FTC proposed rule, the NLRB has already issued complaints against several employers, challenging their use of traditional non-compete/non-solicitation agreements.

As you can see, the FTC's final rule has not yet been published and is not in effect. However, the NLRB has actively begun to prosecute cases where it believes that employers are improperly using non-compete and non-solicitation agreements. The NLRB's position has not yet been challenged in the 5th Circuit Court of Appeals, and that offers employers in Louisiana, Texas, and Mississippi some glimmer of hope – the 5th Circuit has not hesitated in the past to rule against the NLRB and refuse to enforce its rules.

By: Jerry L. Stovall, Jr.

Employment Law Specialist, certified by the Louisiana Board of Legal Specialization
Breazeale, Sachse & Wilson, LLP

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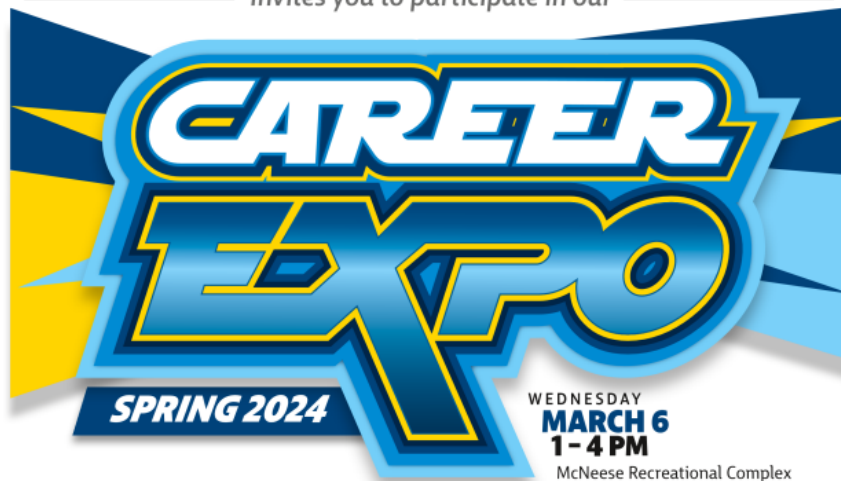
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McNeese University Hosts Two Career Fairs In March Space is Limited. Reserve your spot today!



MCNEESE STATE UNIVERSITY
Career and Professional Development Services

Invites you to participate in our



For online registration visit:

https://app.joinhandshake.com/career_fairs/47035/



Registration deadline is
February 19

Questions? Contact us!

337-475-5181 | careers@mcneese.edu

Need quality students for internship positions?

Make McNeese your **First Choice** — and find your Best Choice!



March 26, 2024

5 - 7 PM

SEED Center | 4310 Ryan Street

Students from all
colleges will be ready to
meet you and discuss
internship opportunities.



**SPACE IS LIMITED.
RESERVE YOUR SPOT BY MARCH 18!**

https://mcneese.joinhandshake.com/edu/career_fairs/37787

Questions? Contact us!

337-475-5181

careers@mcneese.edu



MCNEESE
STATE UNIVERSITY



2024 BOARD MEMBERS

President - Chuck O' Connor, MBA

President Elect - Michelle Martell

Past President - Christina Detiveaux, SHRM-SCP, PHR

Secretary - Diandra Grasty

Treasurer - Marjorie Wesley, SHRM-CP

Certification - Luci Mireles

Events/Sponsorships - Kathy Sonnier

College Relations - Kristin Scott, PhD, SHRM-SCP

Membership - Cheyenne Williams

Workforce - Michelle McInnis

Diversity Director - Christina Ogden

Legislative - Patricia Romine, SPHR

Communications Director - Christina Girard

Programs Director - Crystal Scott

Director at Large - Christina Bass, SHRM-SCP

Foundation - Shelby Benson



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

Welcome Our New Student Member Maritza Turner

February Activities



February's ICSHRM Meeting featured Clair Marceaux speaking about Creating a Network Within LNG!
ICSHRM Member Krissum Youngblood was a speaker at the 2024 LA SHRM Diversity & Inclusion Summit! She presented "Say My Name" a discussion on belonging.





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

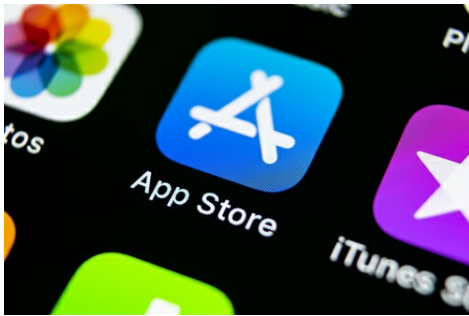
ICSHRM is looking for companies that could benefit from contact with HR professionals, business leaders, and owners in our area.

Sponsorship Levels starting at \$275.

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.

2024 WORKPLACE NEWS



How to bridge the frontline workforce communication gap...

Much of the U.S workforce is on the frontline, where traditional communication doesn't fit, highlighting a need for unique HR tech solutions.

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

Sociable: LinkedIn adds more AI-powered options to its...

The updates are the latest in LinkedIn's broader adoption of AI, which is in line with moves by parent company Microsoft.

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

6 ways employers are investing in compensation and benefits

Workers may be nervous with recent layoff announcements and the growth of AI, but many big companies are doubling down on their investments in talent.

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

Fewer job posts contain educational requirements so far...

While fewer job posts contain degree requirements, these changes don't necessarily reflect a shift in actual hires, other studies have shown.

[Read more](#)

Did You Know?

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!

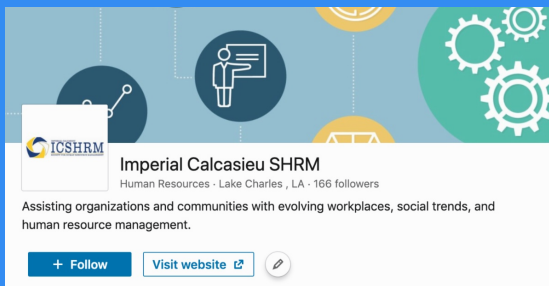
Become SHRM Certified

[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.



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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