

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

Newsletter May 2023

JOIN US!

MAY IS NATIONAL MILITARY APPRECIATION MONTH



MAY 31ST MEETING
11:30AM - 1PM
PIONEER CLUB

Navigating USERRA

UNDERSTANDING RIGHTS FOR
MILITARY AND RESERVE WORKERS



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

live or zoom on May 31, 2023.

Networking from 11am - 11:30am

Meeting from 11:30am - 1pm

[REGISTER HERE](#)



Avoid These Common Misconceptions About Workers'...

There are many misconceptions about workers' compensation, particularly about grounds for claim denials. This article highlights common misunderstandings and explains various requirements for workers' compensation eligibility. Different States,...

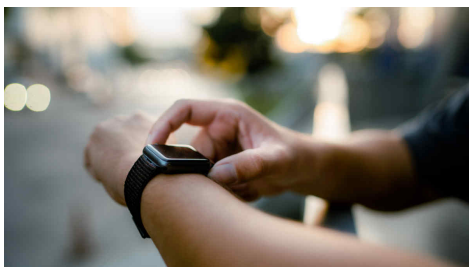
[Read more
www.shrm.org](http://www.shrm.org)



NLRB Could Adopt Many Proposed Changes in PRO Act

The Protecting the Right to Organize (PRO) Act has little chance of being passed by Congress this year, but the National Labor Relations Board (NLRB) still has the power to adopt many of the legislation's proposed changes. If enacted, the bill...

[Read more
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EU: Use of Wearables at Work-How Secure Is Employee Data?

Wearables generate a lot of personal data, which is why increased demands must be placed on the collection and processing of this data. How secure is this data and how can employees be protected from performance monitoring by the employer?

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



SHRM Objects to Banning Noncompete Agreements

SHRM is urging the Federal Trade Commission (FTC) to allow employers to continue using noncompete agreements with certain employees. Employers and trade groups flooded the FTC with almost 27,000 comments on its proposed rule that would ban...

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

EEOC NEWS



R&L Carriers to Pay \$1.25 Million to Settle EEOC Sex...

INDIANAPOLIS, IN. - R&L Carriers, Inc. and R&L Carriers, Shared Services, LLC (R&L Carriers), a nationwide trucking company headquartered in Wilmington, Ohio, will pay \$1,250,000 to a class of female applicants and take steps to prevent future...

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

EEOC Chair Burrows Joins DOJ, CFPB, And FTC Officials to ...

WASHINGTON - U.S. EEOC Chair Charlotte A. Burrows and officials from three other federal agencies jointly pledged today to uphold America's commitment to the core principles of fairness, equality, and justice as emerging automated systems,...

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

A Message from EEOC Chair Charlotte A. Burrows for 2023...

For over a quarter century, Equal Pay Day has served as a symbolic reminder of a real and persistent problem.

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

Louisiana SHRM

QUARTERLY WEBINAR SERIES "Enhancing Your Recruiting While Saving Money"

The Louisiana Workforce Commission's mission is simple and straightforward – "We put people to work." The LWC is ideally positioned and structured to support and serve Louisiana's



employers, job seekers, and workforce partners.

Join us May 3rd to learn how to access resources that help you save money on engaging, recruiting, hiring, and training both new hires and upskilling current employees.

LWC Rapid Response Coordinator Heather Daigrepoint will provide an overview of services to help you grow your company with top talent of a diverse pipeline.

WHEN: Wednesday, May 3, 2023

TIME: 12PM - 1PM

ONLINE ZOOM

[REGISTER WEBINAR](#)

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](#)

MAY HOLIDAYS & OBSERVANCES

MENTAL HEALTH AWARENESS MONTH
NATIONAL MILITARY APPRECIATION MONTH

CINCO DE MAYO - MAY 5
MOTHER'S DAY - MAY 14
ARMED FORCES DAY - MAY 20
MEMORIAL DAY - MAY 29



April 28

[PUMP Act Enforcements Begin](#)

May 31

[ICSHRM May Meeting Navigating USERRA](#)

June 11 - 14

[National SHRM Annual Conference](#)

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](#)

Quick Poll: What's your biggest HR Challenge today?

Mental Health Apps

Select

How to Improving Candidate Experience

Select

Work-Life Blend

Select

On-Demand Pay

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.

APRIL MEETING

5 REASONS EMPLOYEES LEAVE AND
10 REASONS THEY STAY





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



Celeste Cramer, MSOM,
SHRM-SCP
Vice President Human Resources
at Versus



Emily Fontenot
Student
HR Clerk
City of Lake Charles

McNeese Student Members

HR McNeese Graduates for Spring 2023
Student chapter will be having a cord ceremony on May 5, 2023!

Did you know that ICSHRM provides the cords and helps celebrate students with a celebration event?

During this event ICSHRM will provide an applicant for the McNeese Student scholarship \$500.

Look for pictures in our next ICSHRM newsletter June edition.
If you would like to sponsor this event or events like these please contact us at imperialcalcasieuSHRM@gmail.com

VOLUNTEERS NEEDED!

ICSHRM 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.

SHRM[®] ADVOCACY

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



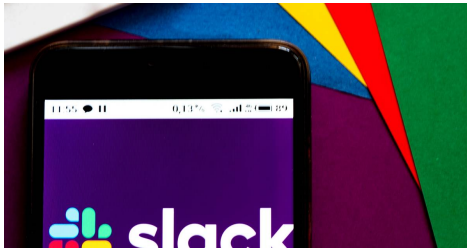
WORKPLACE EQUITY

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



How Slack navigated the Covid-19 pandemic-driven...

HR is challenging. HR news doesn't have to be. News built to help HR pros grow their impact & improve the future of work. This is part two of our two-part profile on Ali Rayl, SVP of Product at Slack. Read part one.

[Read more](#)

www.hr-brew.com



Friday water cooler: Productivity theater

HR is challenging. HR news doesn't have to be. News built to help HR pros grow their impact & improve the future of work. When it comes to the state of productivity right now, leaders and rank-and-file employees suffer from opposing afflictions.

[Read more](#)

www.hr-brew.com



Why Belonging Matters

Jahanzaib Ansari knows about being an outsider at work. Ansari, 33, has stuttered for most of his life. Years of speech therapy have helped him learn to manage his symptoms so they don't interfere with his ability to excel at work. But that...

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



The majority of hiring organizations want workers with...

HR is challenging. HR news doesn't have to be. News built to help HR pros grow their impact & improve the future of work. When it comes to assessing candidate skills, different companies are starting to look beyond mastery of spreadsheets and...

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

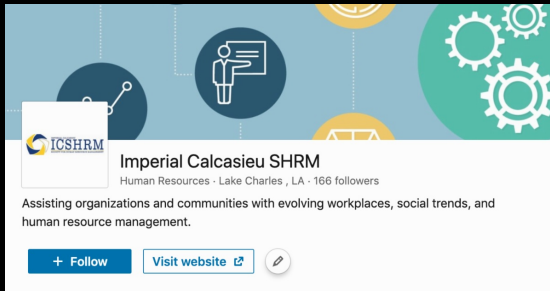
Become SHRM Certified

[APPLY NOW](#)





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



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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.



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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