

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

Newsletter November 2023

JOIN US!

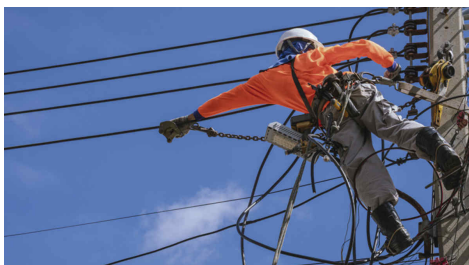


Come join us for challenging and fun end of end of year celebration with HR Holiday games. We will honor the 2023 board and welcome in the new 2024 board. We will also honor the McNeese Student Chapter with cords for graduation.

Reserve your spot now!

REGISTER HERE

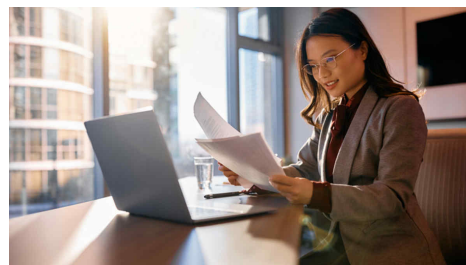
RECENT SHRM NEWS



October Payrolls Moderate, Unemployment Ticks Up

U.S. employers added 150,000 new jobs in October, after surging by a revised 297,000 new jobs in September, according to the latest employment report from the U.S. Bureau of Labor Statistics (BLS).

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



Recruiters Say Experience Top Factor in Applicant Evaluation

Recruiters typically aren't deciding between two perfect candidates for an open role. Instead, they are weighing which partially qualified person may be the best choice.

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



Leave to Care for a Friend Who's Like Family: Pandora's...

More employers are granting employees leave to look after ill friends with a "familial affinity," as a growing number of states are requiring them to do.

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



5 Ways to Manage Employee Absences

5 ways to manage absenteeism

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



Exploring AI in the Workplace: Regulations, Lawsuits and ...

A day after President Joe Biden unveiled an executive order on artificial intelligence, attorney Kelly Dobbs Bunting discussed how companies can leverage AI in a legal, effective manner at SHRM's INCLUSION 2023 conference in Savannah, Ga.

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

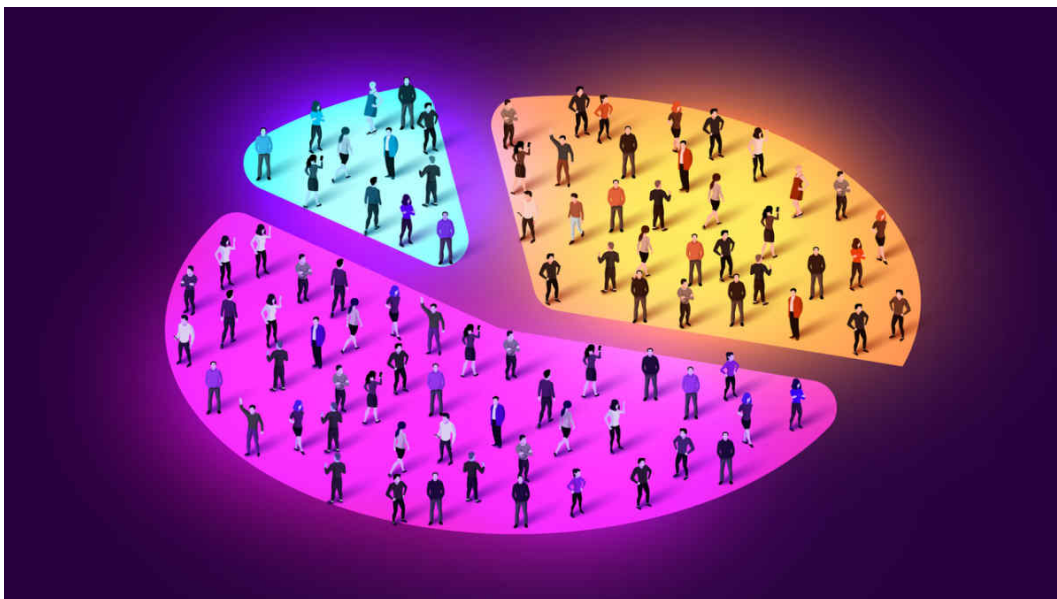


401(k) Megatrends Set to Boost Retirement Savings

Big changes such as AI and annuities are coming to workplace savings plans. They're likely to boost retirement savings.

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

EEOC NEWS



Questions Answered for Completing EEO-1 Reports

The U.S. Equal Employment Opportunity Commission (EEOC) released two new sets of FAQs, called Volume 2 and Volume 3, to help employers correctly submit their 2022 EEO-1 forms.

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

EEOC Sues Weis Markets for Sexual Harassment and...

HARRISBURG, Pa.

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

Karla Gilbride Sworn In as EEOC General Counsel

EEOC Chair Charlotte A. Burrows administers the oath of office to the agency's new General Counsel Karla Gilbride Oct. 23, with Gwendolyn Young Reams attending. (EEOC photo/Christopher Butler)
WASHINGTON - Karla Gilbride was sworn in today as...

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

Louisiana SHRM

2024 Louisiana SHRM Diversity & Inclusion Summit



Perry Sholes SHRM-SCP,

The Louisiana Society for Human Resources (Louisiana SHRM), an affiliate of the Society for Human Resource Management (SHRM), is proud to present our 8th Annual Diversity & Inclusion Summit:

February 22 and 23, 2024

We are excited to be back at The Renaissance Arts Hotel in New Orleans, LA! The need for discussion and action around Diversity, Equity & Inclusion in business has never been greater.

The Louisiana SHRM Diversity & Inclusion Summit will bring together

SPHR State Diversity Director

human resource professionals,
diversity practitioners, legal
professionals and business, civic &
community leaders from across the
state.
Mark your calendars!

Follow us on Social Media throughout the summit
@LASHRMDiv #lashrmdiv

[For More Information](#)

MEMBERSHIP OPPORTUNITIES

Do you know anyone currently working in or seeking work doing HR functions?

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. We welcome registration for membership at the following link:

[Register for ICSHRM Membership](#)

THANK YOU FOR YOUR SUPPORT!

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 per member 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](#)

HOLIDAYS & OBSERVANCES

November 7- Election Day
November 10- Veterans Day - Off
November 11- Veterans Day
November 23- Thanksgiving Day
November 24- Black Friday



October 11- November 13
SHRM-CP and SHRM-SCP Certification Preparation

November 1
Employers must Begin Using the New Version of Form I-9
Check out the New Version of FMLA forms
(Online Content)

November 7
Election Day: State Laws on time off to Vote
(Online Content)

November 7
Comments Due on Proposed Overtime Rule
(Online Content)

November 9
Product Demo: How to Access Free Salary Benchmark Job Report
(Live Content)

November 11
Veteran's Day
(Online Content)

November 14
SHRM Certification: Best Practices For Exam Success Webinar
(Online Content)

November 14
SHRM's People & Culture Virtual Retreat
(LIVE Online / 12PM - 5PM/ Register Now!!)

November 30
Deadline to nominate for Professional of the Year

December 5
EEOC's EEO-1 Deadline

4th Quarter
Remind employees to check PTO balances,
updated addresses for W-2 Forms and other seasonal vaccinations

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?

Flexible Requirements

Select

Company Culture

Select

Enabling purpose and ESG

Select

HR Digitization

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.

OCTOBER ACTIVITIES

Thank you for speaking on Microaggressions & Cultural Competence Acceptance.

Krisshunn E. Youngblood, MBA
Director/ Chief Diversity Officer
Office of Inclusive Excellence
McNeese State University





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



NOMINATE A DESERVING HR PROFESSIONAL TODAY!

[NOMINATE HERE!](#)

PROFESSIONAL OF THE YEAR

2023

TAKE A MOMENT TO
SUBMIT YOUR NOMINATION
FOR A DESERVING
ICSHRM 2023
PROFESSIONAL OF THE YEAR

DEADLINE 11/30/2023



Welcome Our New Members

PROFESSIONAL MEMBERS



Krisshunn E. Youngblood, MBA
Director/ Chief Diversity Officer
Office of Inclusive Excellence
McNeese State University

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



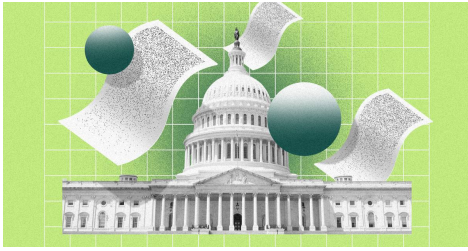
WORKPLACE EQUITY

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.

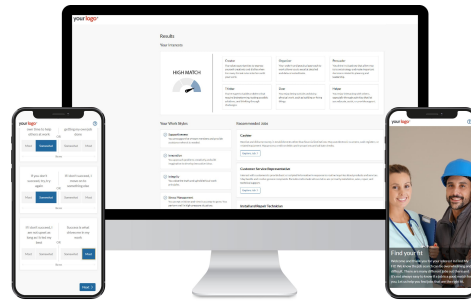
2023 WORKPLACE NEWS



Legislative lowdown: EEOC releases Strategic Enforcement ...

The EEOC laid out priorities that will be the focus of its investigators and litigators over the next five years.

[Read more
www.hr-brew.com](http://www.hr-brew.com)



Human Potential Intelligence | HireVue

HireVue all-in-one online platform for virtual interviewing, recruiting and hiring. Video interviewing, pre-employment assessment screening and scheduling, A.I. powered software.

[Read more
www.hirevue.com](http://www.hirevue.com)



HR pros can expect federal guidance on AI following...

Recognizing that "AI is changing America's jobs and workplaces," the EO directs federal agencies to develop guidance to mitigate risks AI poses to workers.

[Read more
www.hr-brew.com](http://www.hr-brew.com)



The Valuable 500's new CEO talks the importance of...

Katy Talikowska tells HR Brew a simple email ignited a passion that turned into the next phase of her career.

[Read more
www.hr-brew.com](http://www.hr-brew.com)

Did You Know?

Volunteering with ICSHRM gets you valuable Benefits!

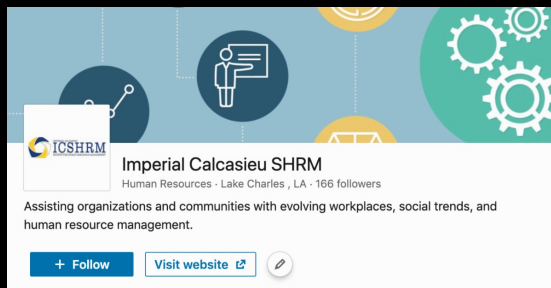
Our ICSHRM Board members receive free ICSHRM membership, meeting volunteers received free access to monthly member meetings, and volunteering for positions at conferences are eligible to attend conferences free. Consider joining next year!

Become SHRM Certified

[APPLY NOW](#)



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



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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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