



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

# Newsletter September 2023

## JOIN US!

**SOCIAL EVENT**  
4:30PM  
SPONSORED  
BY HUB

## ANNUAL LAW SUMMIT

*PRESENTED BY LEGAL PROFESSIONALS*  
ROSS RALEY, PARTNER, STOCKWELL SIEVERT LAW FIRM  
MICHAEL ROACH, SHAREHOLDER, ROACH & ROACH APLC



**LEARN ABOUT  
LATEST LEGAL UPDATES  
INCLUDING A PRESENTATION  
ON UNDERSTANDING TAX  
DOCUMENTS W-4 & L-4**

**September 20, 2023**  
11:30am - 4pm  
SEED Center  
Lunch Included



**BREAKOUT SESSION  
OPPORTUNITIES  
FOR MASTER CLASS  
SESSION COMING SOON!**

Join us zoom or live for ICSHRM  
September 2023 Law Summit.

**REGISTER NOW FOR FIRST CHANCE  
TO RSVP!**

Join us for this urgent and evolving HR  
workplace topic.

Networking and Lunch begins at 11:30am

**REGISTER HERE**



## DOOR PRIZES

# HIGHLIGHT YOUR BUSINESS



### EXAMPLES OF PREVIOUS DONATIONS

- ✓ Gift Baskets
- ✓ Gift Cards
- ✓ Company Logo Items

TEXT OR CALL US FOR DONATION PICK UP!

337-263-1355

WE ARE IN NEED OF DOOR PRIZES FOR OUR UPCOMING LAW SUMMIT. THIS IS THE PERFECT OPPORTUNITY TO GAIN EXPOSURE AND HIGHLIGHT YOUR BUSINESS WITH OUR LOCAL HR COMMUNITY.

IMPERIALCALCASIEUSHRM@GMAIL.COM | [icshrm.shrm.org](http://icshrm.shrm.org)

[CONTACT US BY EMAIL](mailto:IMPERIALCALCASIEUSHRM@GMAIL.COM)

## RECENT SHRM NEWS



### EEO-1 Submission Deadline Confirmed

The U.S. Equal Employment Opportunity Commission (EEOC) has released an updated deadline for employers to submit their demographic data.

## Ogletree Deakins

### Fifth Circuit Upends 'Ultimate Employment Decision'...

On August 18, 2023, in Hamilton v. Dallas County, the full Fifth Circuit

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

Court of Appeals upheld a longstanding precedent, significantly broadening the types of adverse employment actions that...

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



## How Can Employers Deal with Threatening Customers?

Customers who abuse, insult or harass a company's employees can be a nightmare. An employer's options for dealing with them are limited, but managers can help.

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



## DOL proposes \$55K overtime rule threshold, automatic...

An estimated 3.6 million U.S. workers would become eligible for overtime pay under the proposed rule, the agency said Wednesday.

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

# EEOC NEWS



## Jury Awards Over \$36 Million in EEOC Disability...

ST.

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

**Balfour Beatty Sued by EEOC Over Sex Harassment at...**

RALEIGH, N.C.

**EEO Data Collections**

Reporting Requirements

[Read more](#)

## Louisiana SHRM

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### 2024 Louisiana SHRM Diversity & Inclusion Summit



Perry Sholes SHRM-SCP,  
SPHR State Diversity Director

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 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

[REGISTER WEBINAR](#)

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MICROAGGRESSIONS &  
CULTURAL COMPETENCE  
ACCEPTANCE

DEI

KRISSHUNN E. YOUNGBLOOD, MBA (she, her, hers)

DIRECTOR AND CHIEF DIVERSITY OFFICER, MCNEESE STATE UNIVERSITY

Discussing meaningful conversations regarding microaggressions, acceptance and cultural competence. Exploring acts or comments that demean or marginalize individuals. An conversation about how to avoid microaggressions, fostering a more inclusive work environment.

REGISTER  
NOW

October 25, 2023

11:30am - 1pm

Pioneer Club

REGISTER HERE

## 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](#)

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## HOLIDAYS & OBSERVANCES

### September 4 - Labor Day

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**September 1 - September 30**  
Suicide Prevention Awareness Month  
(SHRM Online Content)

**September 14**  
Product Demo: SHRM Survey Elite- Taking Your Survey to the Next Level

**September 29**  
SAR(Summary Annual Report) deadline

**September 30**  
VETS-4212 Filing Cycle Ends  
(Online Content)

**End of the 3rd Quarter**  
Remind employees to check PTO balances  
and other seasonal vaccinations

Register For Upcoming Events [HERE!](#)

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

Internal Talent Mobility

Select

Employee Experiences

Select

Organizational Agility

Select

Purpose-Driven Work and 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.

## **AUGUST ACTIVITIES**

Thank you Keri Forbess-McCorquodale, MS, CEAP, LPC-S, LMFT  
for all the great ways to deal with Troubled Employees.





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## 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





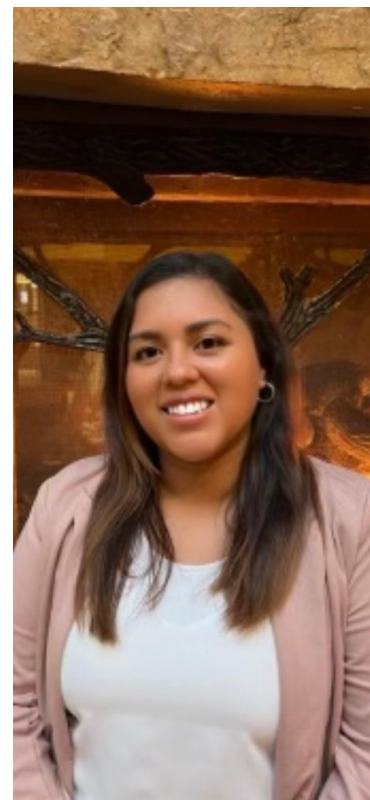
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## Welcome Our New Members

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### PROFESSIONAL MEMBERS

**Deysi Boudoin**  
**HR Assistant**  
**ReCon Management Services**



## **Pictures Not Available:**

Jessi Cox  
Compensation Analyst  
Lake Charles Memorial Hospital

Amanda Babineaux  
Corporate Operations Manager  
Henderson Family Enterprises

Elvira Anniccharico  
Human Resources  
Global Management Enterprises

Emilee Whitaker  
HR Specialist  
Chick-Fil- A

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## **Student Members**

Amanda Allen



Pictures Not Available: Chris Hart, Christian Duplichin, Delecia Hamilton

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# **VOLUNTEERS NEEDED!**

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**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](#)

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## **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

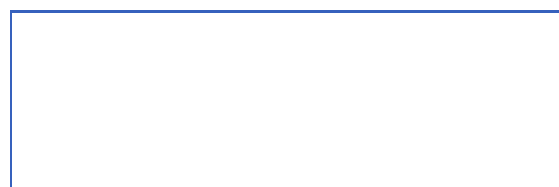
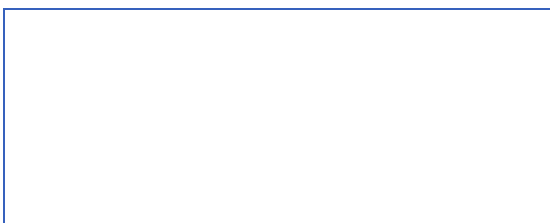
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## NEWLY SHRM CERTIFIED?

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

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## 2023 WORKPLACE NEWS





## Block out the RTO noise: How HR can lean into what works ...

Talent experts advise how HR can be better leaders for their employees, no matter when or how they want to work.

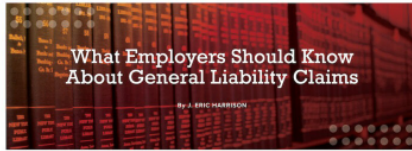
[Read more  
www.hr-brew.com](http://www.hr-brew.com)



## HR 101: A brief history of the five-day workweek

"We have before us the opportunity to make common sense changes to work standards passed down from a different era," says Democratic Congressman Mark Takano.

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



**E**ffectively running a business requires employers to reflect on the past, start in the present, and prepare for the future. Preparation for the future requires being ready to handle a wide range of potential issues – issues that could harm the employers, their employees, and/or their business. It is indispensable for businesses to have policies and procedures in place so that if the worst does happen, they are ready.

One of the most detrimental issues that an employer could face is a lawsuit. Lawsuits are time-consuming, expensive, and interrupt the flow of business. Thus, as many different areas of law that are pertinent to employers, but in this article, we will discuss just one of them: General Liability.

General Liability, though superficially vague, is a complex area of law. It covers a myriad of different issues – including car accidents, property damage, slips and falls, product liability, advertising injury, defamation, and various other types of personal injury. Because of the breadth of the potential angles of attack, employers should make sure they are ready for any one of these.

The damages that accompany a general liability action provide an ever greater incentive for employers to be ready. Employers could find themselves liable for medical bills, future medical expenses, pain and suffering, emotional distress, lost wages, and legal fees/defense costs. In addition to these already onerous potential costs, there are consequences that businesses may not even realize – such as the interruption of the flow of their business, including time and energy of their employees and executives – and damage to their business reputation, such as damage to brand name, and loss of good will.

With the enormity of potential losses – both tangible and intangible – employers should take action to protect themselves well in advance of a claim or lawsuit. How, though, can employers do that?

There are several prescriptive actions that employers should take to prepare themselves. First, they should have a policy and plan in place for reporting and investigating incidents and claims. Second, they should have a data preservation and retention policy – including one for electronically stored information (ESI); and finally, they should make sure all employees are trained on policies and procedures for incident reporting and data/evidence retention policies.

In the event that an incident does occur, employers should follow their incident/claim investigation procedure, including – and especially – documentation of the facts of the incident at the time of the occurrence. Employers should take action to record the general date – and general occurrence – about what happened, they should identify the witnesses, and they should get witness statements. The collection of this information could be indispensable in defending a suit for a general liability action.

Regardless of the type of the incident, another immensely valuable action that employers can do is take pictures and videos. To the greatest extent possible, employers should create that photographs and videos are taken of the scene of the incident – including the damage (if possible), and the injuries (if possible). This data should be saved and secured with multiple copies made. Primarily, and as soon as possible, employers for their agents should endeavor to discover and document (1) what occurred, (2) who was involved, (3) where/when the incident occurred and (4) when, where, and by whom any and all photographs/videos were taken.

In addition to collection and retention of the data on the incident, employers should also have in place an Evidence Preservation Plan for ESI and hard evidence. Data that should be preserved – in addition to the above – include records, notes, incident reports, and any and all other related documents/information. This is a very important step for employers to take, as it will be pertinent for defending an action. Although this likely includes a great deal of information, and usually complex, that is exactly why it is so important to have an Evidence Preservation Plan in place. It will be far easier to tackle this task if there is already a policy and procedure in place that employers are trained to execute.

## What Employers Should Know About General Liability...

Labor/Employment Law What Employers Should Know About General Liability Claims

[Read more  
hrprofessionalsmagazine.com](http://hrprofessionalsmagazine.com)

[Click Here for SHRM Vaccination Resources](#)



## Volunteering with ICSHRM gets you valuable Benefits!

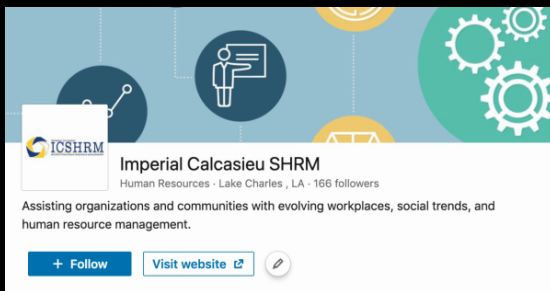
Our ICSHRM Board members receive free ICSHRM membership, meeting volunteers received free access to monthly member meetings, and volunteering for positions at conferences are eligible to attend conferences free. Consider joining next year!

## Become SHRM Certified

[APPLY NOW](#)



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



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](mailto: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](mailto:mturpin@mcneese.edu)

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