

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

Newsletter August 2022

Navigating LOA & Terminations

Wednesday
August 31, 2022
11:30am - 1pm



KELLY BROUSSARD, SHRM-CP

Leave of Absence and terminations are challenging. In this presentation you will learn about navigating the process of these events.

Kelly Broussard, SHRM-CP and HR Director for Stine, LLC will show us how to steer through terminations, COVID, FMLA and other leaves while avoiding the legal pitfalls.

August meeting

[REGISTER HERE](#)

We Need Your Input

Louisiana HR Pros,

One of our members is conducting a research study for her doctoral dissertation. Gizzatta Johnson (a member of ICSHRM and a former board member) is gathering information on a timely topic....how HR manages internal and external factors in this volatile and complex time.



She will share the results of this survey with us in 4-6 weeks.
The information regarding the survey is below. Please note the survey closes on August 9th.

Thank you in advance for your participation,
Sandy Michelet, SHRM-SCP, SPHR
State Director, Louisiana SHRM

August 2, 2022

Subject: Participate in a survey for a chance to win a \$50.00 Gift Card

This research is not affiliated with local Louisiana SHRM or national SHRM and will only be used for external research purposes.

Do you want a chance to win one of (4) \$50.00 gift cards?

You are invited to participate in dissertation research to examine the relationship between Strategic Human Resource Management practice integration and Organizational Ambidexterity in Volatile, Uncertain, Complex, and Ambiguous (VUCA) times.

The survey will take approximately 10-15 minutes to complete on any computer or mobile device with internet access. This online survey is open and will remain open until **08/09/2022**.

After completing the survey, you may enter a drawing for one of (4) \$50.00 gift cards from your choice of merchants: **Amazon, Grubhub, Starbucks, Visa, or Walmart**. If you choose to enter the drawing you will be redirected to a separate survey to enter your name and preferred contact email address.

Your participation is voluntary, and your information will remain anonymous. If you have any questions about this research, you may contact the researcher at **w882095@usm.edu**. This research is approved by the University of Southern Mississippi Institutional Review Board (Protocol #22-993).

Please click the survey link below or copy and paste the URL into your browser to access the survey.

https://usmuw.co1.qualtrics.com/jfe/form/SV_4Mwts0CHRbxdbG

Sincerely,
Sandy Michelet, SHRM-SCP, SPHR
State Director, Louisiana SHRM

[Take the Survey](https://usmuw.co1.qualtrics.com/jfe/form/SV_4Mwts0CHRbxdbG)

Louisiana State Conference April 2023

Looking for Volunteer for LASHRM conference April 2023! Here are the available volunteer roles:

- **Registration Co-Chair** - working closely with Ryan Lagrange (co-chair) to assist registrants who may need assistance in completing their registration. Receives a list of paid registrants from

treasurer and marks paid in constant contact, updates committee on calls with registration numbers, prints badges for attendees, sponsors, exhibitors, and speakers. *Requires* 1-2 hours per month from November - to March, 1 hour per week in April up to the week of the conference. Week of conference 2-3 hours through the day before and there from open to close day one and till noon on day 2. There will be a committee that will work the registration table during conference hours.

- **Social** - night 1 of the conference (April 20, 2023) at Rock N Bowl in Downtown Lafayette. *Requires* about 8 hours of work between May and April and then several hours the day of.
- **Exhibitor Committee** - work closely with Melinda Koon securing and communicating with (potential) sponsors. Melinda is a very seasoned committee chair and has processes in place, this would be assisting her. *Requires* a couple of hours a month between May and March and a couple of hours a week the month of April. A few hours the day before the conference and assisting the exhibitors throughout the conference.
- **Speaker Committee** - working closely with Tessa chair) assisting speakers, mostly via email. *Requires* - 4-5 hours per month from November - March, 1 hour per week in April up to the week of conference. Week of conference 2-3 hours. Checking Speakers in on both days on conference
- **Marketing Committee** - working closely with Tim and Kristy on PR, social media and Constant Contact *Requires* - 1 hour/per week November - Conference

Email us for more information. Click on the link below.

[Email Us](#)

JOIN NOW

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- LEGAL UPDATES
- NETWORKING
- LOW COST MEMBERSHIP
- HR, BUSINESS OWNERS & MORE!

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LOCAL MEMBERSHIP OPPORTUNITIES

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 2022, we are meeting at the Pioneer Club on the last Wednesday of the month. 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. Check our website for 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](#)

UPCOMING EVENTS!



ICSHRM Upcoming Event Dates

- August 1 - Louisiana Prohibits Hairstyle Discrimination
- August 8 - Deadline to comment on Proposed Changes to Form I-9
- August 31 - Terminations and Leave of Absences

OTHER 2022 Upcoming Events

September 28 - [Law Summit](#). Kean Miller Presenting (SEED Center)

October 26- DEI (Diversity, Equity, & Inclusion) Sponsored by BBBS

[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.



MEMBER MEETING INCENTIVES

COME TO MEETINGS AND GET THIS TEAMWORK MAGNETIC CLIP HOLDER! BUILD YOUR TEAM WITH EVERY MEETING.

2022



EEO Workshops in August



EEOC
TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
New Orleans Field Office

SAVE THE DATE

August 11, 2022
8:15am – 2:30pm CDT
9:15am – 3:30pm EDT

Employment Discrimination Hot Topics: What You Should Know!

Learn from the experts at this engaging workshop!

Registration fee: \$255.00 per person

[Enroll here!!](#)

For questions, contact:

Marvis Hicks
(504) 635-2554
marvis.hicks@eEOC.gov



EEOC
TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
New Orleans Field Office

SAVE THE DATE

August 25, 2022
10:00am – 12:00pm CDT
11:00am – 1:00pm EDT

You Have Received an EEOC Charge – Now What?

Learn from the experts at this engaging workshop!

Registration fee: \$115.00 per person

[Enroll here!!](#)

For questions, contact:

Marvis Hicks
(504) 635-2554
marvis.hicks@eEOC.gov



United States Equal
Employment Opportunity
Commission

**EMPLOYMENT
DISCRIMINATION HOT TOPICS:
WHAT YOU SHOULD KNOW!**

2022 EEO WORKSHOP SERIES

AUGUST 11, 2022
8:15 A.M. – 2:30 P.M. CST

AGENDA 8:15 a.m. – 2:30 p.m. CST

- 8:15 a.m. **Welcome**
Malcolm Medley, Director, EEOC New Orleans Field Office
Marvis L. Hicks, Outreach & Education Coordinator,
EEOC New Orleans Field Office
- 8:30 a.m. – 9:30 a.m. **Civility in the Workplace: Are You Accountable for Your Employees' Behavior?**
Dr. Leah Raby, Executive Director, Louisiana Commission on Human Rights (LCHR), Office of the Governor
- This session explores the civil working relationships between leaders and staff, and between peers (staff and others); and provides steps and strategies to create and maintain affective, effective, inclusive, and productive work environment. This session also addresses the question: Are You Accountable for Your Employees Behavior?
- 9:45 a.m. – 10:45 a.m. **Title VII, ADA, and the Pregnancy Discrimination Act: How the Three Impact Your Company?**
Andrew Kingsley, EEOC - New Orleans Field Office Attorney
- In addition to Title VII and ADA protections, the Pregnancy Discrimination Act (PDA) may provide additional protections to covered employees, and may create additional compliance obligations on employers. This session explores the intersection between Title VII, ADA, and PDA and offers ways to avoid common employer mistakes against persons due to their pregnancy.
- 11 a.m. – 12 p.m. **The Supreme Court Said LGBTQ+ Discrimination Is Illegal: Now What?**
Jocelyn Samuels, Vice Chair, EEOC, Washington D.C.
- This session will focus on the legal landscape regarding discrimination based on sexual orientation and gender identity. What are the ramifications of the Supreme Court's landmark



United States Equal
Employment Opportunity
Commission

**YOU HAVE RECEIVED AN EEOC
CHARGE, NOW WHAT?**

2022 EEO WORKSHOP SERIES

AUGUST 25, 2022
10 A.M. – 12 P.M. CST

AGENDA 10:00 a.m. – 12:00 p.m. CST (check in at 9:45 a.m.)

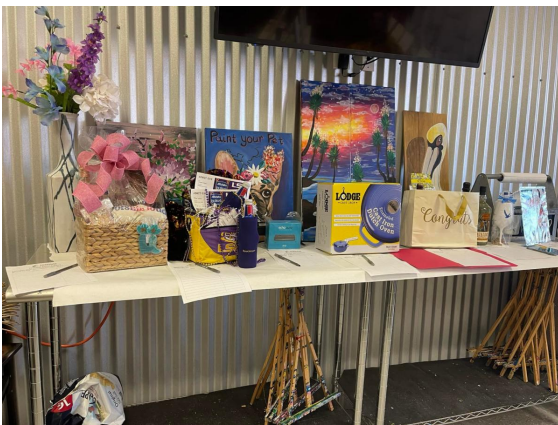
- 10 a.m. **Welcome**
Malcolm Medley, Field Director,
EEOC – New Orleans Field Office
Marvis L. Hicks, Outreach & Education Coordinator,
EEOC – New Orleans Field Office
- 10 – 11 a.m. **Charge, Notice of Charge, and Digital Process**
Mildred B. Johnson, CRTU Supervisor,
EEOC – New Orleans Field Office
- Part 1 of this session explores intake, the digital process, including the employer's portal and what happens before a charge of discrimination is prepared and sent to the employer.
- 11 a.m. – 12 p.m. **How to Prepare for Responding to the Charge of Discrimination**
Marvis L. Hicks, EEOC - New Orleans Field Office Outreach & Education Coordinator
- In addition to the above, this session will discuss what steps the employer should take after receiving a charge of discrimination to assist the employer in providing an effective response to the charge of discrimination (e.g., what employer's should do upon notice of the charge, how to prepare for responding to a charge, and discussion on best practices).
- This workshop has been submitted for SHRM, HRCI, and CLE credits. Also, approved for Federal Counselor or Investigator Refresher credits.

Highlights from July

July 2022 Events

Our July Fundraiser "Painting with a Twist"

Painting with a twist was a success. Thank you for all that showed up to have a good time.





HR Pros attend Chamber After Hours hosted by Safety Council



Congratulations!!

to Christina Bass, who is a ICSHRM board member, on obtaining her



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

Monkeypox @ Work

Select

Hiring and Supporting Neurodiversity

Select

Benefits that Employees are looking for

Select

Other

Select

2022 BOARD MEMBERS

President - Christina "Chris" Detiveaux, SHRM-SCP, PHR

Treasurer - Chuck O'Connor, MBA

Secretary - Dana Taylor

President Elect - Vacant

Certification - Jennie Stevens, SHRM-CP

Events/Sponsorships - Vacant

College Relations - Kristin Scott, PhD, SHRM-SCP

Membership - Marjorie Wesley, SHRM-CP

Workforce - Michelle McInnis

Diversity Director - Christina Bass, SHRM-SCP

Communications Director - Michelle Martell

Director at Large - Candy Parker, SHRM-SCP, SPHR



July New Members

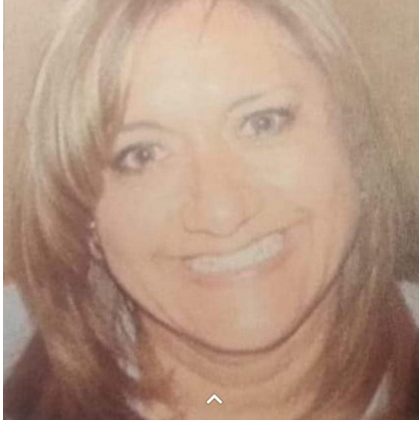


We have several professionals and new members from Citadel Completions.
WELCOME!

Kayla Credeur
Sr. Payroll & Benefits
Administrator



Patricia Romine
Human Resources



**New Members
with No Pictures Available at this time:**

Citadel Completions

Yalanda Taylor

James Feulner

Other new members

Farmers Rice Milling Co, LLC

Leslie Gillespie

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

**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

**Call Chris
337-263-1355**



[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.

DHS Extends Form I-9 Requirement Flexibility (Effective May 1, 2022)

The Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE) announced an extension of the flexibility in complying with requirements related to Form I-9, Employment Eligibility Verification, due to COVID-19.

This temporary guidance was set to expire April 30, 2022. Because of ongoing precautions related to COVID-19, **DHS has extended the Form I-9 flexibilities until Oct. 31, 2022.**

See the original ICE news release from March 20, 2020 for more information on how to obtain, remotely inspect, and retain copies of the identity and employment eligibility documents to complete Section 2 of Form I-9.

Please also consult ICE's guidance for clarification on this provision.

Employers are encouraged to begin, at their discretion, the in-person verification of identity and employment eligibility documentation for employees who were hired on or after March 20, 2020, and who presented such documents for remote inspection in reliance on the flexibilities first announced in March 2020.

Employers must monitor **DHS'** and **ICE's Workforce Enforcement announcements** about when the extensions end and normal operations resume.

E-Verify participants who meet the criteria and choose the remote inspection option should continue to follow current guidance and create cases for their new hires within three business days from the date of hire.

Please **see COVID-19 webpage for more information**.

2022 WORKPLACE NEWS



Louisiana Joins States Prohibiting Hairstyle Discrimination

On June 21, Louisiana Gov. John Bel Edwards signed legislation prohibiting employment discrimination on the basis of hairstyles or textures historically associated with race. The CROWN Act, which stands for "Creating a Respectful and Open World..."

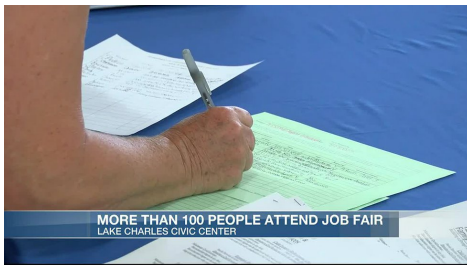
[Read more
www.shrm.org](http://www.shrm.org)



Establish Employment Relationship Before Noncompete...

A recent opinion from the United States Court of Appeals for the Fifth Circuit, applying Louisiana's restrictive law governing noncompetition agreements, reminds employers of the importance of establishing an employee-employer relationship...

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



More than 100 people attend job fair in Lake Charles

Lake Charles, LA (KPLC) - The search was on today. "We are looking to fill a multitude of many different positions, front of the house, back of the house, and all ranging from on the casino floor to the slot department, the cage department," HR...



Monkeypox at Work: Keep ADA Guidelines in Mind

U.S. employers are reminded to keep the Americans with Disabilities Act (ADA) in mind as monkeypox spreads throughout the U.S. and into the workplace. ADA compliance requires keeping employee medical information confidential, according

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

to Sharon ...

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

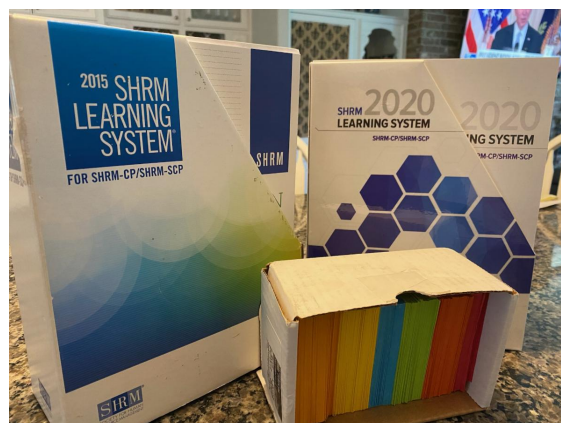


IRS Raises Standard Mileage Rate for Final Half of 2022

Citing soaring gas prices, the Internal Revenue Service (IRS) on June 9 announced an increase in the optional standard mileage rate for the final six months of 2022. Effective July 1 through Dec.

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

Lee Granger, a retired member, is selling her SHRM certification study materials. If you are interested please contact her at 337.802.6227 or by email at lgranger715@gmail.com.



COVID-19 VACCINATION RESOURCES

Can an employer offer vaccinations or ask employees to get vaccinated? SHRM has produced vaccination resources to help those employers with tools, forms and guidance.



[Click Here for SHRM Vaccination Resources](#)

Did You Know?

Volunteering with ICSHRM gets you valuable Benefits!

Become a Board Member!

BENEFITS OF VOLUNTEERING

- PAID SHRM MEMBERSHIP
- PAID ICSHRM CONFERENCE
- EXPENSES PAID VLS TRAINING WITH OTHER STATE SHRM VOLUNTEERS
- OPPORTUNITIES FOR EXPENSE PAID TRIP TO DC - SHRM VLS*

IMPROVE YOUR HR SKILL

GAIN EXPOSURE TO OTHER INDUSTRIES

MANY NETWORKING OPPORTUNITIES

*Applies to certain board roles



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SOCIETY FOR HUMAN RESOURCE MANAGEMENT

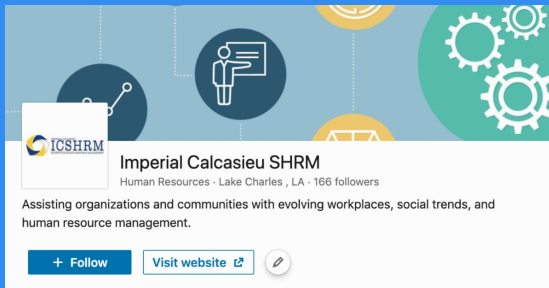
Become SHRM Certified

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 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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