



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

Newsletter December 2022

IMPERIAL CALCASIEU
ICSHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

\$25 member
\$35 non-member
\$10 student

Holiday Fun with HR Pros

What would you do?

HR Pros will challenge us in a fun activity that include surprising or not so surprising HR scenarios.

**December 6th
11am - 1pm
Pioneer Club**

It is that time of the year.. Yes I said it, THE END of the year is a blink away.

- Networking and Introductions
- McNeese Student Chapter
- Holiday Scenario Fun
- Board Induction
- Prizes

Come and enjoy networking, lunch and fun for the Holiday season!

[REGISTER HERE](#)



With regard to the recent release of **The U.S. Equal Employment Opportunity Commission (EEOC) 'Know Your Rights'** poster...

The Federal Labor Law poster will be updated to reflect these changes. A poster order will need to be placed in order for you to receive the updated poster.

In the meantime, you can use this link to download from the EEOC website: [Updated EEOC Poster](#)

EEOC Updates Required Poster Details

The U.S. Equal Employment Opportunity Commission (EEOC) has released an updated poster that federal nondiscrimination laws require employers to display. Covered employers must post the new version as soon as possible.

The Details:

Employers covered by federal nondiscrimination laws are required to post a notice describing these laws. The EEOC's poster summarizes these laws and explains that applicants and employees can file a complaint if they believe they have experienced discrimination.

The poster provides information about discrimination based on:

- Race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, and religion
- Age (40 and older)
- Equal pay
- Disability
- Genetic information (including family medical history or genetic tests or services)

The poster also includes information on retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

The new version of the poster includes these changes:

- Notes that harassment is a prohibited form of discrimination;
- Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity;
- Adds a QR code for fast digital access to the how to file a complaint webpage;
- Provides information about equal pay discrimination for federal contractors; and
- Makes changes to language and formatting.

The poster is [available](#) in English and Spanish. More languages will be added at a later date.

Next Steps:

- Replace any outdated version of the poster with the new version as soon as possible.
- Ensure the updated poster is displayed in a conspicuous location in the workplace where notices to applicants and employees are customarily posted. The EEOC also encourages employers to post it on their websites in a clearly visible location.

Louisiana SHRM

8TH ANNUAL LOUISIANA SHRM DIVERSITY & INCLUSION SUMMIT
FEBRUARY 2 & 3, 2023 | NEW ORLEANS, LA



EQUITY AT WORK!



#FutureForward

**Cultural Dynamics & DEI:
Achieving Measurable Success that
Drives Business Outcomes**

The Center for Diversity & Inclusion, a research institute of Leading NOW, has re-engineered Cultural Dynamics for the Workplace. This ground-breaking research has identified the five (5) key factors necessary to deliver successful Diversity, Equity & Inclusion initiatives that produce measurable Business Outcomes.

In this inaugural, interactive session, Dr. Usha Pillai, Co-Chair for The Center for Diversity & Inclusion and Kelly Lockwood Primus, CEO of Leading NOW, will present this research, delve into each of the five key factors, and provide best practices of why & how to incorporate Cultural Dynamics into your organization.

Participants in this session will learn the meaning of Cultural Dynamics in the Workplace, grasp an understanding of the five key factors, and leave with the knowledge of how to successfully implement Cultural Dynamics in their organization.

Master
Class with
Kelly Primus

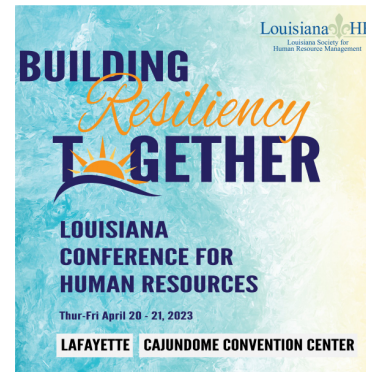


CEO



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DEI Conference



Thurs-Fri April 20 - 21, 2023

LAFAYETTE CAJUNDOME CONVENTION CENTER

The 2023 Louisiana Conference on Human Resources will offer an extensive program of sessions relevant to the field of human resources. Core content for the general and concurrent sessions include: business management and strategy, workforce planning and employment, human resource development, compensation and development, employee and labor relations, and risk management.

LASHRM Conference

RENEW YOUR 2023 MEMBERSHIP NOW

- RECRUITING
- SKILL DEVELOPMENT
- CERTIFICATION OPPORTUNITIES
- LEGAL UPDATES
- BEST PRACTICES
- NETWORKING
- LOW COST MEMBERSHIP
- HR, BUSINESS OWNERS & MORE!

\$50



JOIN NOW



LOCAL MEMBERSHIP OPPORTUNITIES

JOIN TODAY AND GET A LITTLE EXTRA!

When you join now, your membership benefits will be good until 12/31/2023!

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. 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. 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 and SHRM December Event Dates

1 - 31

[Celebrating the Holidays Inclusively](#)

SHRM Event- Online Content

6

[ICSHRM Event- Holiday Fun with HR Pros WWYD](#)

7

[Best Practices for Exam Success Webinar](#)

SHRM Event- Live Online

13

[Deadline to Comment on Independent Contractor Classification Proposed Rule](#)

SHRM Event- Online Content

15 - 16

[HR Department of One: Strategies for Success](#)

SHRM Event- 2-Day Live Online Program

27

[Prescription Drug Data Collection Report Due](#)

SHRM-Event- Online Content

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?

Mental Health during the Holidays

Select

Overall Wellness during the Seasonal Illnesses

Select

Data-Driven HR Strategies for 2023

Select

Mobile-friendly recruitment

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.**



Highlights from November

ICSHRM's candidate for
Chamber Leadership 2022.

Dana Taylor





McNeese State University received the list
of 2021-2022 SHRM Merit Award Winners
today.

Please join me in Congratulating
McNeese State University
SHRM Student Chapter
and
their advisor
Dr. Kristin Scott
for receiving



Superior Merit Award.

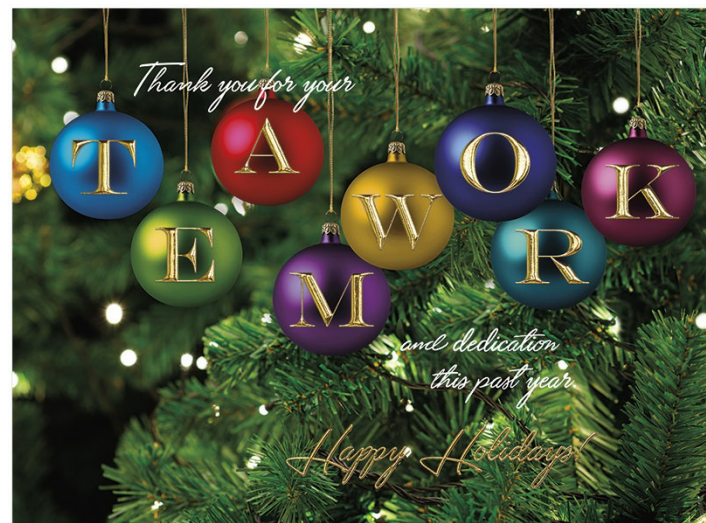
The efforts of your faculty and students to develop and promote HR are
appreciated.



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800.530.115
SLIDES 008

- Murray State University
- Salisbury University
- University of Wisconsin-Madison
- University of Tennessee
- University of Texas at San Antonio
- Youngstown State University
- University of Northern Iowa
- University of Wisconsin Oshkosh
- Exelsior
- Michigan State University
- Villanova University
- San Jose State University
- California State University, Bakersfield
- Point Park University
- **McNeese State University**
- Indiana University
- Ashland University
- North Carolina State University
- Western Michigan University
- The University of Texas at Dallas



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



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



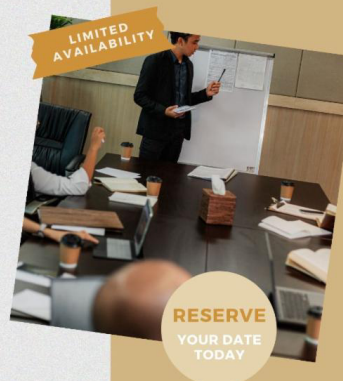
[EMAIL ICSHRM](#)

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.

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

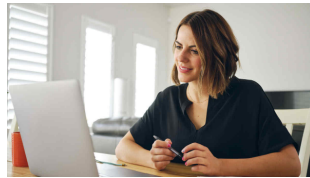
NEWLY SHRM CERTIFIED?

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

May your organizations and families have a
Very **Merry Christmas**
and a Happy New Year!!



2022 WORKPLACE NEWS



Performance Reviews: Be Conscious of Proximity Bias

Performance reviews may not be the hap-hap-happiest part of the job, but they're inevitable as the year draws to a close. Experts weighed in with advice for managers who will be giving the reviews and suggestions on how organizations can better...

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



Oil and gas company layoff impacts 135 workers in Lafayette

QuarterNorth Energy, a company involved in oil and gas operations in the Gulf of Mexico, will be laying off 135 employees at its Lafayette office and at various offshore locations, according to a WARN notice filed with the Louisiana Workforce...

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



IRS Affordability Rule Changes for Families: What HR...

In addition to open enrollment and year-end housekeeping, Q4 often comes with the added stress of interpreting legislation that will take effect in the new year. This year is no different, and one change in particular may affect organizations...

[Read more](#)
blog.bernieportal.com



How to Conduct Layoffs the Right Way

Layoffs can and should be a difficult experience for an organization. Companies that conduct layoffs are usually in financial trouble. They may have to terminate employees who've worked for the company for several years, and they have to support ...

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



Congress passes bill voiding NDAs in cases of sexual...

An article from The Speak Out Act would allow those who have experienced sexual assault or sexual harassment in the workplace - and who have signed NDAs - to talk about their experiences.

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



Volunteering with ICSHRM gets you valuable Benefits!

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**

**Imperial Calcasieu SHRM**
Human Resources - Lake Charles, LA - 160 followers
Assisting organizations and communities with evolving workplaces, social trends, and human resource management.
[+ Follow](#) [Visit website](#)

**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

