

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

## Newsletter September 2022



**LABOR LAW SUMMIT**

SEPTEMBER 28, 2022  
8AM - 12PM  
SEED CENTER  
4310 RYAN ST  
LAKE CHARLES

PRESENTING  
KEAN MILLER, LLP

- LABOR LAW CONSIDERATIONS FOR DEVELOPING, MAINTAINING, AND IMPLEMENTING WORK RULES
- GENERAL EMPLOYMENT

SESSIONS CONDUCTED BY: SCOTT D HUFFSTETLER & ERIN LUTKEWITTE KILGORE

\$35 member  
\$45 non-member  
\$15 students

September meeting

[REGISTER HERE](#)

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**Please join the Chamber SWLA and McNeese State University at our Fall Intern Soiree. Come meet the students that are looking for career opportunities and be the first to interview them!**

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# Need **quality** students for internship positions?

Make McNeese your **First Choice** — and find your Best Choice!

## McNEESE STATE UNIVERSITY **INTERNSHIP SOIRÉE** FALL 2022

**Sept. 20**  
**5 - 7 PM**

SEED Center | 4310 Ryan Street

Students from all  
colleges will be ready to  
meet you and discuss  
internship opportunities.



**SPACE IS LIMITED.**  
**RESERVE YOUR SPOT BY SEPT. 16!**

[https://app.joinhandshake.com/edu/career\\_fairs/32050](https://app.joinhandshake.com/edu/career_fairs/32050)

**Questions? Contact us!**

**337-475-5181**

[careers@mcneese.edu](mailto:careers@mcneese.edu)



[Take the Survey](#)

## **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**

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

**APPLY TODAY**

**ICSHRM**  
IMPERIAL CALCASIEU  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

## 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](#)

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# UPCOMING EVENTS!



## ICSHRM Upcoming Event Dates

- September - Suicide Prevention Awareness Month
- September 20- IT Professional Day
- September 26- HR Professional Day
- September 28- [Law Summit](#). Kean Miller Presenting (SEED Center)

## OTHER 2022 Upcoming Events

**Don't Forget to tell a HR Professional Thank you on  
September 26th!**



**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.**



2022

## MEMBER MEETING INCENTIVES

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



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## Highlights from August

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Thank you  
to our Awesome Panel of  
HR Experts.



Thank you all that showed  
up for knowledge on LOA &  
Terminations.

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**Congratulations!!**  
to Christina Bass , who is an ICSHRM  
Member and received her **SHRM-**  
**SCP Certification.**



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

**Independent Contractors**

Select

**Staffing**

Select

**Gossip in the Work Environment**

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



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## August New Members

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WELCOME!

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**Dominique Jennings**  
**HR Generalists**  
**With Tech Systems, Inc**





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

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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

**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

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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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## 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**.

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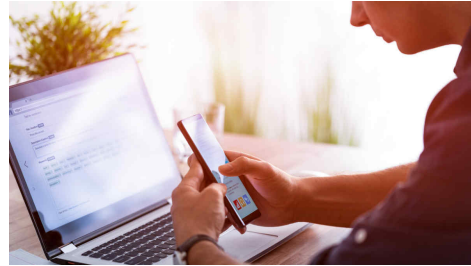
## 2022 WORKPLACE NEWS



### Job Openings Rise, Quits Continue to Fall

Job openings unexpectedly rose to 11.2 million in July, according to the monthly JOLTS report released by the U.S. Bureau of Labor Statistics. The largest increases in job openings were in transportation and recreation, marking a turnaround from ...

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



### Finding a New Job via Social Media After a Layoff

As layoffs start to emerge in the current economy, people are being less shy about sharing their situations online. Some have even learned to reap benefits from going public about career setbacks. Here are tips for talking about being laid off...

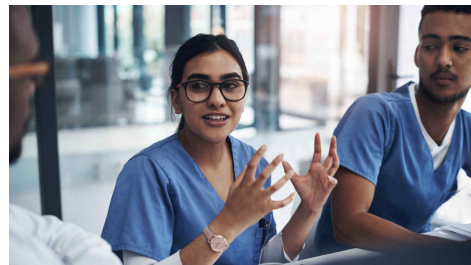
[Read more  
www.shrm.org](http://www.shrm.org)



### Workplace Romance Is On the Rise

A married executive insisted the subordinate he was romantically involved with would voluntarily leave the company so they could be together. She didn't agree with those terms; he ended up out of a job. When a couple at another company broke up,...

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



### Viewpoint: Making It Safe for Employees to Talk About...

Workers are tired. The pandemic has dragged on for two and a half years, persistent inflation nips at consumers' spending power, international relations are concerning at best, and the nation's politics are leaving many Americans

feeling...

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



## Helping Caregivers and Employees with Disabilities...

Fall open enrollment season is approaching, which means HR teams will be communicating to employees the value of their benefits package. Be sure to explain how your benefits can help employees with disabilities as well as employees who are...

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



## 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



IMPERIAL CALIFORNIA  
**ICSHRM**  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

## Become SHRM Certified

**APPLY NOW**

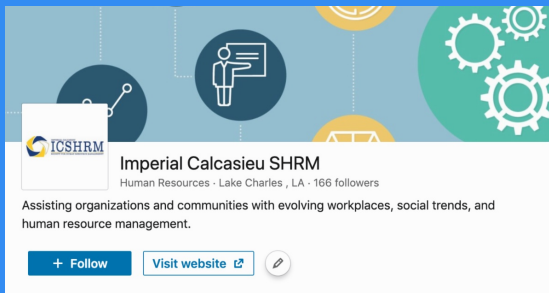


**SHRM**  
**Foundation**

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- 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 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)

