



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

Newsletter November 2022

ICSHRM
IMPERIAL CALCASIEU
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](#)

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](#)



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 Upcoming Event Dates

- November 4 **Mastering The SHRM-SCP Level Exam Questions Webinar (Live Online)**
- November 6 **Daylight Saving Time Ends**
- November 8 **Election Day**
- November 10 [Workplace Culture Virtual Retreat SHRM session](#)
- November 11 **Veterans Day**
- November 24 **Thanksgiving**
- December 6 **Holiday Fun with HR Pros WWYD**

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?

Engaging the Workforce

Select

Talent Retention

Select

Holiday Office Parties

Select

New Year Goals

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 October





Thank you
to Perry Sholes for an awesome presentation on
Cultural Dynamics in the Workplace !

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



October New Members

WELCOME!

Sarah Cooley
Paraprofessional at
CPSB



HR McNeese Students



Destiny Karst
McNeese student

Pictures not provided for :

Beverly Wilson
HR Benefit Coordinator
for the City of Sulphur

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.

Congratulations

to Issac Burleigh
on passing the
SHRM-CP Exam!



2022 WORKPLACE NEWS

"Know Your Rights: Workplace Discrimination is Illegal"...

The law requires an employer to post a notice describing the Federal laws prohibiting job discrimination based on race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion,...

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



Employee Dissatisfaction Is Up, Driven by Insufficient...

New research on employee sentiment shows significant declines in employee satisfaction and commitment to their employers since last year, most noticeably with



Salary Transparency Laws Aim to Combat Pay Disparities

By CORA LEWIS, Associated Press
NEW YORK (AP) - Starting this week, job-seekers in New York City will have access to a key piece of information: how much money they can expect to earn for an advertised opening. New York will require employers as...

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

regard to compensation, work/life balance, benefits and career goals. HR consultancy...

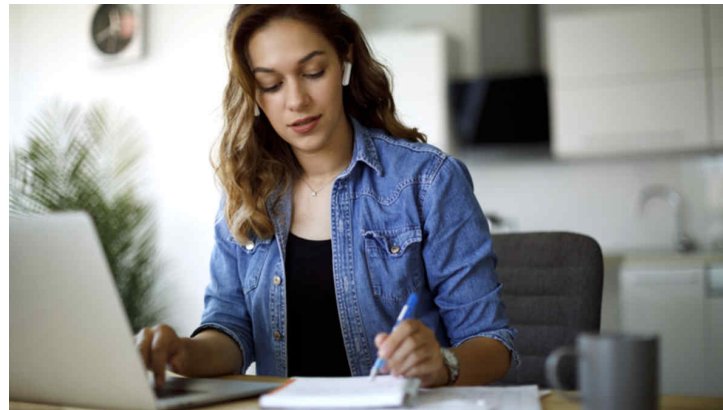
[Read more](#)
www.shrm.org



Should Workers Be Required to Participate in Inclusion...

Grocery chain Kroger recently settled a religious discrimination lawsuit in which two former employees alleged that the company fired them for refusing to wear an apron with a logo they believed resembled a rainbow LGBTQ Pride flag. The U.S....

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



Debt-Free Education 'Life-Changing' for Front-Line Workers

It's one of the hottest HR trends in corporate America-debt-free education benefit programs where employers cover 100 percent of tuition costs in order to attract and retain workers in a hypercompetitive labor market. The list of companies...

[Read more](#)
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](#)



Volunteering with ICSHRM gets you valuable Benefits!

Become a Board Member!

BENEFITS OF VOLUNTEERING

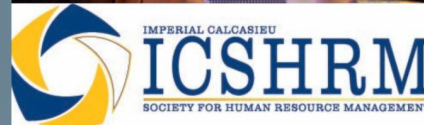
- PAID SHRM MEMBERSHIP
- PAID ICSHRM CONFERENCE
- EXPENSES PAID VLS TRAINING WITH OTHER STATE SHRM VOLUNTEERS
- OPPORTUNITIES FOR EXPENSE PAID TRIP TO DC - SHRM VLS*

IMPROVE YOUR HR SKILL

GAIN EXPOSURE TO OTHER INDUSTRIES

MANY NETWORKING OPPORTUNITIES

*Applies to certain board roles



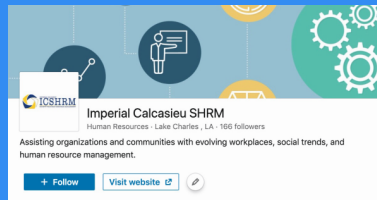
Become SHRM Certified

[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.





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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