Leave & Attendance Policy Application Workshop

October 1, 2025

Welcome!

Kris Gfell, AAIM Employers Association
&
Abby Clark, Partner, Davis & Campbell Law L.L.C

Agenda

8:30 – 9:00am **Opening Session**
8:30-8:35am "Welcome," Kris Gfell, Business Manager, HR Services, AAIM
8:35-8:55am "Policy: Setting the Foundation" Abby Clark, Attorney, Davis & Campbell
8:55-9:00am "What to Expect in Your Breakout Session," Kris Gfell

9:00 – 9:10am **Break**

9:10 – 10:30am **Breakout Sessions**

Session 1
"FMLA/Workers Compensation/ADA" Presenter: Bret Yaw, Partner, FordHarrison; AAIM Moderator: Kris Gfell, Business Manager, HR Services

Session 2
"Attendance" Presenter: Becky Babb, Senior Compliance Consultant, AAIM; AAIM Moderator: Christine Crews, Manager, Member Support

Session 3
"PTO / Vacation / Sick Leave" Presenter: Abby Clark, Partner, Davis & Campbell Law L.L.C.; AAIM Moderator: Erin Miley, Business Manager, Member & Pre-Hire Services

Session 4
"STD / Salary Continuation / LTD / Personal Leave" Presenter: Burt Garland, Shareholder, Ogletree Deakins; AAIM Moderator: Dominique Rodriguez, Regional Vice President, Florida

Housekeeping Items

- Today's workshop is for you! We hope you engage in the conversation!
- Need help during the workshop? Send a private chat to the AAIM producer Matt Wideman.
- **Recordings & Credits**: Links to today's session recordings, slides shared, and resources mentioned today, along with your continuing education credits, will be included in the "Thank You" email sent tomorrow.

Setting the Foundation

Abby Clark, Partner, Davis & Campbell Law L.L.C.

Why Policies Matter

- Legal protection and risk mitigation
- Clarity and consistency for employees
- Reflect today's workplace
- Build trust and consistency

Updates Cannot Wait

- Outdated language = legal & financial risk
- Regulation shifts fast
- Evolution of trends
- Protection of your culture and reputation

Policies That Work

- Keep it clear and consistent
- Balance compliance with culture
- Make policies enforceable
- Plan regular reviews

Questions?

Please “unmute” yourself or submit questions via Chat

Housekeeping Items: Sessions

When this session ends, you will automatically be placed into the **Event Lobby**.

- First, we will take a 10-minute break.
- After the break, while in the Lobby, select the session you want to attend and click **"Join"**.
- After you click "**Join**", you will be inserted into a waiting room until you are admitted by the AAIM moderator.
- You may enter and exit any policy session at any time, as long as that session is still "Live."

Credits

Activity ID: 716257
2 Credit Hours Awarded

Activity ID: 25-UXCG2
2 SHRM PDC Awarded

What to Expect?

Tomorrow, you'll receive a Thank You email that includes your HRCI & SHRM credits, a link to the Resource Page, and a survey link.

The recording of all sessions, will be available to you until December 31, 2025.

Thank You

If you have any questions or concerns, please contact us at the information below.

314-968-3600

solutions.team@aaimea.org