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o determine whether
ere covered by the
od provides the most
. Under this approach,
r had utilized her full
d leave between April
he began 1996 with a
d leave, Bachelder's Feb-
ered by the Act. * * *
nsibility, not the employ-
eave request is likely to be
oyees must notify their
they plan to take foresee-
ed by the Act, and as soon

in its decision to fire her.
grant of summary judgment for America West.

CASE QUESTIONS

1. What were the legal issues in this case? What did the court decide? Why?
2. What errors did the airline make in this case? What does this case tell us about things that employers must do to comply with the FMLA?
3. Why are "no-fault" attendance policies in conflict with the FMLA?
4. The court selected the calendar year as the method most favorable to Bachelder. Would any of the other three methods have entitled Bachelder to leave for her 1996 absences? Explain.