

# Confusion Between 'FMLA' and 'Maternity Leave' Sends Employer to Trial

**HR Dive** reports on a federal case in which an employee's Family and Medical Leave Act suit will go to trial over how she was fired after confusion about how much leave she had available.

Reporter **Kate Tornone** explains: "The employer's handbook had two separate sections: one discussed employees' entitlements to 12 weeks of unpaid FMLA leave, while the other offered workers eight weeks of paid maternity leave, with the option to take four more weeks unpaid."

The company fired the employee when she didn't return to work after 12 weeks absence.

**Read the HR Dive article.**

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