

TEST – EMPLOYMENT LAW

Directions: Choose the best answer to each question.

1. To which employment act do the following four factors pertain: Skills, Effort, Responsibility, Working Conditions?
 - a. Age Discrimination in Employment Act (ADEA)
 - b. Equal Pay Act
 - c. Fair Labor Standards Act (FLSA)
 - d. Americans with Disabilities Act (ADA)

2. You employ a cartoonist who is highly creative and produces work product based on his artistic skills and innovativeness. Under which exempt status category would this employee fall?
 - a. Executive Exemption
 - b. Administrative Exemption
 - c. Professional Exemption
 - d. Computer Employee Exemption

3. Which of the following employment laws protects an individual against discrimination?
 - a. Americans with Disabilities Act (ADA)
 - b. Pregnancy Discrimination Act
 - c. Title VII of the Civil Rights Act of 1964
 - d. All of the above

4. From the date of hire, how many days does a new employee have to complete an I-9 form, verifying their eligibility status?
 - a. 2
 - b. 3
 - c. 5
 - d. 7

5. A manager always hires young, attractive women as receptionists. This is an example of:
 - a. Quid Pro Quo
 - b. Disparate Treatment
 - c. Disparate Impact
 - d. Reverse Discrimination

6. Which legislation protects workers displaced in the merger of two corporations?
 - a. Worker Adjustment and Retraining Notification Act (WARN)
 - b. Immigration Reform and Control Act
 - c. Labor-Management Reporting and Disclosure Act (LLMRDA)
 - d. Uniform Guidelines on Employee Selection Procedures

7. Which legislation prohibits mandatory retirement based on age?
 - a. Age Discrimination in Employment Act (1967)
 - b. Rehabilitation Act (1973)
 - c. Older Worker's Benefit Protection Act (1990)
 - d. Title I of the Americans with Disabilities Act (1990)

8. The Pregnancy Discrimination Act of 1978 requires employers to treat pregnancy
 - a. under the provisions for protected classes.
 - b. the same as any other temporary disability.
 - c. under existing provisions for a long-term disability.
 - d. as a reasonable ADA accommodation.

9. The Rehabilitation Act of 1973 prohibits discrimination on the basis of
 - a. age.
 - b. disability.
 - c. gender.
 - d. national origin.

10. Which federal agency was established to investigate charges of discrimination under Title VII of the Civil Rights Act of 1964?
 - a. National Labor Relations Board (NLRB)
 - b. Worker's Compensation Board
 - c. Equal Employment Opportunity Commission (EEOC)
 - d. ADA Board

ANSWERS:

1. b
2. c
3. d
4. b
5. b
6. a
7. a
8. b
9. b
10. c