

9.E: Assessment Questions

1. What does At-Will Employment mean?
2. Employers are required provide a work environment that is safe and healthy for their employees by which law?
 - a. FLSA.
 - b. WCA.
 - c. OHSA.
 - d. FMLA.
3. How many weeks of unpaid leave does the Family Medical Leave Act guarantee to eligible workers?
 - a. 12.
 - b. 16.
 - c. 25.
 - d. 40.
4. What regulation protects employees who are terminated from their employment?
 - a. COBRA.
 - b. ERISA.
 - c. Unemployment Compensation.
 - d. All of the above.
5. The Fair Labor Standards Act (FLSA) covers which category?
 - a. Child Labor.
 - b. Minimum wage.
 - c. Overtime pay.
 - d. All of the above.
6. Explain the term labor relations.
7. What is a trade union?
8. What is the function of the National Labor Relations Board?
 - a. To monitor the conduct of the unions and employers during union elections.
 - b. To remedy and prevent unfair labor practices by unions or employers.
 - c. To establish rules interpreting the NLRA.
 - d. All of the above.
9. _____ is a place of employment where the employee is required to join the union within a specified number of days after being hired.
 - a. A closed shop.
 - b. A union shop.
 - c. An agency shop.
 - d. A secure shop.
10. Which of the following practices are illegal?
 - a. Picketing.
 - b. No strike clause.
 - c. Sit-Down strike.
 - d. A secure shop.
11. Explain Title VII of the Civil Rights Act of 1964.
12. How do you prove a disparate impact case?
13. The following is valid defense under Title VII:
 - a. Quid Pro Quo.
 - b. No Merit Defense.
 - c. BFOQ
 - d. All of the above.

14. To bring a successful claim under the Americans with Disability Act (“ADA”), the plaintiff must prove all of the following except:
- He or she suffered an adverse employment decision because of a disability.
 - The disability was not a mental disability.
 - He or she was qualified for a position.
 - He or she has a disability.
15. The Age Discrimination Act only applies to employers with 20 or more employees.
- True.
 - False.

Contributors

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