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QUESTION 1

An organization has over 5,000 employees and a union has been trying to persuade the employees to join their union. Before the employees can vote in a union election, what percentage of the employee population must sign an authorization card for the union?

- A. Ten percent
- B. Thirty percent
- C. Fifty percent
- D. Eighty percent

Correct Answer: B

QUESTION 2

In which of the following situations was the HR manager incorrect in their handling of FMLA medical certification?

- A. The employer disagreed with the certification by the employee's doctor, so it paid to have the employee seen by a second provider.
- B. The employee was given 5 calendar days to provide medical certification.
- C. The employer had its own medical certification that it used, but it contained information identical to the DOL's WH-380 form.
- D. None of the above options were incorrect.

Correct Answer: B

QUESTION 3

Which of the following is a certain block of time during the work week when employees perform work related duties?

- A. Interval
- B. Shift
- C. Shift premium
- D. Base pay

Correct Answer: B

QUESTION 4

Which of the following Acts requires employers to provide 60 days' notice when 500 employees or 33 percent of the



workforce are laid off?

- A. WARN act
- B. OSHA
- C. FLSA act
- D. VEVRA act

Correct Answer: A

QUESTION 5

The Omnibus Budget Reconciliation Act of 1993 does not require which of the following?

- A. Group health plans honor qualified medical child-support orders
- B. Tax deductions for executive pay be capped at \$1,000,000 per year
- C. Income tax be withheld from some distributions to rollover accounts
- D. Group health coverage be offered for children placed for adoption before the adoption is final

Correct Answer: C

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