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QUESTION 1

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Fair Labor Standards Act (FLSA)
- B. Occupational Safety and Health Administration (OSHA)
- C. Federal Insurance Contributions Act (FICA)
- D. Employee Retirement Income Security Act (ERISA)

Correct Answer: C

Federal Insurance Contributions Act (FICA) requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks. Answer option B is incorrect. OSHA stands for Occupational Safety and

Health Administration. OSHA is an agency of the United States Department of Labor. It was created by Congress of the United States under the Occupational Safety and Health Act, signed by President Richard M. Nixon, on December 29,

1970. Its mission is to prevent work-related injuries, illnesses, and occupational fatality by issuing and enforcing standards for workplace safety and health. The agency is headed by a Deputy Assistant Secretary of Labor. OSHA issues

guidelines and regulations for the safe use of a computer.

Answer option A is incorrect. The Fair Labor Standards Act (FLSA) of 1938 established the minimum wage requirement, laws for protecting American children against labor exploitation, and Criteria for exempt and nonexempt employees.

Answer option D is incorrect. Employee Retirement Income Security Act (ERISA) is an American federal statute that establishes minimum standards for pension plans in private industry and provides for extensive rules on the federal income

tax effects of transactions associated with employee benefit plans.

QUESTION 2

An organization would like to hire a 15-year old for some duties in their business. Which one of the following rules would be breaking the requirements of the child labor provisions of the FLSA?

- A. Non-school hours only
- B. 4 hours per school day
- C. 8 hours in a non-school day
- D. 18 hours per school week

Correct Answer: B

Employers are only allowed to employ 15 year olds, a maximum of three hours per school day, not more.



Answer option A is incorrect. A 15-year old may work only in non-school hours. Answer option C is incorrect. A 15-year old may work no more than eight hours on a non-school day. Answer option D is incorrect. The maximum a 15-year old may work is 18 hours per school week.

QUESTION 3

Fred is a union employee who has been summoned by the management to an investigatory hearing regarding his conduct. Fred would like to have a union representative with him at the meeting. What is the name of the right that allows Fred to have a union representative with him at the meeting?

- A. Management Rights
- B. Bumping Right
- C. Right of Way
- D. Weingarten Right

Correct Answer: D

The Weingarten Right is a right based on the US Supreme Court case NLRB v. Weingarten in 1975. This case establishes the right of a union member employee to have a union representative present at investigatory meetings with management.

Answer option B is incorrect. The bumping right is the right of a senior employee whose position may be eliminated, and who opts to take the position of a less senior employee instead of losing the employment altogether.

The less senior employee is "bump" out of employment by the senior employee. Answer option C is incorrect. Right of way is not a valid term for this scenario. Answer option A is incorrect. Management rights describe the ability of

management to manage their organization the way they see fit unless the management approach contradicts a union labor contract.

QUESTION 4

There are four sections of the HR Impact Model. Which component of the model is considered to be the most client-oriented role?

- A. Programs and Processes
- B. Catalyst
- C. Consultation
- D. Policies and Procedures

Correct Answer: C

The consultation role is considered to be the most client-oriented role, as HR Professionals in this role help define the overall organizational strategy. Answer option D is incorrect. Policies and procedures help define the organizational framework, but isn't the most client-facing or client-oriented role the HR Professional must play. Answer option B is



incorrect. The HR Professional in the catalyst role processes market demographics, employee attitudes, organizational culture, and how to implement HR best practices. Answer option A is incorrect. Programs and processes is a client-facing role, but it takes more of a functional position in the organization, such as training and development.

QUESTION 5

Your organization has a no-solicitation rule in effect for all employees. How does this rule affect the internal organization of unions?

- A. Unions can only solicit for members with the managements approval, when there\\'s a no- solicitation rule in effect.
- B. Unions cannot solicit for membership when there\\'s a no-solicitation rule in an organization.
- C. Unions can solicit for membership with the permission of more than 30 percent of the organization.
- D. Unions are exempted from no-solicitation rules.

Correct Answer: B

When an organization has a no-solicitation rule in effect, unions are prohibited from soliciting for membership. Note that the rule must be 100 percent enforced for all types of soliciting, not just unions. Employees selling cookies or other such

fund raising activities could also affect the validity of the rule.

Answer option D is incorrect. Unions are not exempt from the no-solicitation rules. Answer option C is incorrect. This isn\\'t a true statement about the no-solicitation rules. Answer option A is incorrect. A no-solicitation rule must be enforced by

the management for all types of soliciting, not just for unions or fund raisers.

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