

HR Quiz

1. Federal employment law requires that Employers must allow nonexempt workers a meal period and two 15-minute breaks each workday. Yes No
2. Employers must pay hourly workers for time spent at the doctor's office for an on-the-job injury. Yes No
3. Under the Americans with Disabilities Act, an Employer is always obligated to provide accommodation. Yes No
4. Under the Fair Labor Standards Act (FLSA), all employees earning less than \$23,600 (\$455 per week) are nonexempt. Yes No
5. Under the ADA, job descriptions should include the mental, physical and environmental demands of the job. Yes No
6. New hires must complete the I-9 form within 24 hours of date of hire and the I-9 is then filed in the employee's personnel file. Yes No
7. If audited by the IRS, the Employer must provide proof of periodic COBRA training of the staff person handling COBRA administration. Yes No
8. Employers with less than five employees do not have to comply with the Uniformed Services Employment and Reemployment Rights Act of 1964. Yes No
9. Effective January of 2005, Employers will no longer be allowed to mail documents displaying an employee's social security number. Yes No
10. Employers are legally responsible for supervisors who harass their employees or otherwise violate employment laws. Yes No
11. All salaried employees are exempt from the FLSA. Yes No
12. An Employer with less than ten employees does not have to comply with the FLSA. Yes No
13. Under the FLSA, an Employer may deduct a partial day's absence from an exempt employee's pay. Yes No
14. Implementing a drug-testing program can reduce an Employer' s workers compensation premiums as well as employee turnover. Yes No