GZC1 Employment Law Version 1

Section: Human Resources • **Total Questions:** 10 • **Format:** Verified Q&A

1. What is one requirement of good faith in collective bargaining?

(A) One party must stop negotiating if the other party brings up a new subject of collective bargaining by surprise.
(B) Both parties must participate actively in negotiations.
(C) Negotiations must stop for a cooling-off period upon demand of either party.
(D) The parties must agree when entering negotiations that a contract be finalized within a stated period of time.

2. Which proposed change for an employer is a reasonable accommodation?

(A) Adjust a job application process
(B) Change a job from full to part-time
(C) Modify essential job functions
(D) Alter production goals

3. Which type of harassment occurs when the harasser has the authority over the employee to change the employee's employment status?

(A) Quid pro quo
(B) Reverse discrimination
(C) Comparable worth
(D) Anti-female animus

4. Employees at a motor company are members of a union. Under which circumstance has the union committed an unfair labor practice?

(A) The union comes to the bargaining table with a demand for an across-the-board wage increase that substantially exceeds the projected rate of inflation.
(B) The union calls for a strike prior to its deadline, summoning all workers to walk the picket line.
(C) The union abruptly leaves during a bargaining session after three hours of a heated discussion on CEO pay.
(D) The union comes to the bargaining table insisting on an unreasonable amount of paid time off days for its employees.

5. What is the primary purpose of the Labor Management Relations Act of 1947?

(A) To permit closed union shops

(B) To expand government oversight over private sector employers

(C) To limit management misconduct in dealing with unions

(D) To curb union overreaching

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6. An employee was fired from a company after an act of sabotage. The employee appeared to be from the same country as the group who carried out the sabotage. The employee is now suing for wrongful termination. Which discrimination theory will help the employee's case?

(A) National origin

(B) Racial harassment

(C) Citizenship violation

(D) Reverse discrimination

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7. A private sector information technology firm only conducts pre-employment drug screening. Should the firm be concerned about legal challenges to its policy?

(A) Yes. Because the firm is a private sector company, any drug screening violates the employees' fourth amendment rights.

(B) No. Because the firm is a private sector firm in an industry not specifically covered by legislation, pre-employment screening is the maximum appropriate testing.

(C) Yes. While the firm is within its rights to require random testing for its own employees, it cannot require testing of individuals who are not already employed.

(D) No. While the firm can conduct more thorough drug testing including testing any of its employees without prior notice, the firm's limited policy is legally safe.

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8. Which doctrine is likely to be included in an employee handbook?

(A) Respondeat superior

(B) The implied covenant of good faith

(C) Statute of frauds

(D) Employment-at-will

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9. Susan, who is 47 years old, applied for a promotion but was denied. Susan then learned the successful applicant was 45. Susan filed a complaint with the human resources department that the company is guilty of age discrimination. Which defense should the employer assert?

(A) Susan is not covered by the Age Discrimination in Employment Act until she is 50 years old.

(B) Age is not a factor that must be considered for internal promotions.

(C) Age discrimination did not occur since she applied for the position and was considered for the promotion.

(D) Susan has not established a claim of age discrimination since the successful applicant was not substantially younger than she is.

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10. What does the Labor Management Reporting and Disclosure Act provide for union members?

(A) Bill of rights

(B) Constitution

(C) Articles of due process

(D) Bylaws