

Employment Law Self-Test

- True False Beginning not later than the 12th hour in a workday, federal law requires the employer to pay overtime at a rate of one and one-half times the employee's regular rate.
- True False The cost to successfully defend an employee discrimination suit through trial is routinely \$100,000 or more.
- True False There are more charges of retaliation filed with the EEOC than there are for age, disability, national origin or religion cases.
- True False The Civil Rights Act of 1991 allowed for compensatory and punitive damages for employers found guilty of discriminating based upon a protected status.
- True False The Americans with Disabilities Act required employers to make reasonable accommodation for needs of all handicapped employees and job applicants.
- True False Non-union employees have the right to bring a friend along to an investigatory interview, against their boss's wishes, if they believe that the investigation may end in disciplinary action.
- True False Eighteen-year-olds can work at any hazardous occupation (unless prohibited by specific industry regulation, insurance coverage requirements, etc.) under federal law.
- True False Current users of illegal drugs are protected from adverse job treatment under the Americans with Disabilities Act.
- True False You are permitted to ask an obviously pregnant woman when she is due (for purposes of work scheduling) during an employment interview.
- True False An exempt employee (under the Fair Labor Standards Act) may be paid on either an hourly or salaried basis.
- True False Employers have the right to require that the employee's doctor certify the medical necessity of the leave.
- True False You are required by the Family Medical Leave Act to pay the full amount of an employee's health insurance during a leave of absence.
- True False The Immigration Reform and Control Act requires that employers determine the legal authorization to work in the US of all employees hired.
- True False An employee is considered "at will" if there is a clear "at will" message in the employee handbook.
- True False Approximately 50% of all EEOC claims result in findings of discrimination.
- True False Back problems are the most frequent disability cited in ADA claims.

How many are you sure of?