Basic Labor and Employment Law for Paralegals 2nd edition Craig Test Bank

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Chapter 2

1. Employment is a contract.
*a. True
b. False
2. Employees and independent contractors are treated the same under the law.
a. True
*b. False
3. In labor and employment law, the term “single employer” is used to describe two or more employers.
*a. True
b. False
4. Double-breasted operations involve employers with different ownership and control.
a. True
*b. False
5. Private sector employees are treated the same under the law as public sector employees.
a. True
*b. False
6. The just cause standard applies to terminations of employment in a majority of cases in the United States.
a. True
*b. False
7. Terms and conditions of employment are a major concern of employees in the employment relationship.
*a. True
b. False
8. In an Equal Pay Act case, the relevant comparison is between males and females performing precisely identical jobs.
a. True
*b. False
9. Lighting and ventilation in the work area are terms and conditions of employment.
*a. True
b. False
10. Employment benefits such as vacations and holidays are considered a part of an employee’s wages in the broad sense because they have monetary value.
*a. True
b. False
11. ERISA is a federal statute which regulates employee health and pension plans.
*a. True
b. False

1. A joint employer is two or more employers who exercise common ___ over the same group of employees.
a. wages
b. benefits
c. identity

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*d. control

2. Alter ego occurs when two or more employers are virtually ___ to each other.
a. opposed
*b. identical
c. communicating
d. different

3. An at-will employee may be discharged for any reason unless the discharge violates a contract or ___.
*a. statute
b. rule
c. investigation
d. fairness

4. The public policy exception to the at-will employment doctrine is also known as the ___ exception.
a. implied contract
b. covenant of good faith and fair dealing
c. just cause
*d. whistleblower

5. The just cause standard applies to terminations of employment in most ___ contracts.
a. employment
b. public
*c. union
d. construction

6. Health benefits are part of wages in the broad sense because they are part of the ___ for employment.
a. terms
b. conditions
c. privileges
*d. compensation

7. Wages are part of the employee's ___ in the employment contract.
*a. consideration
b. capacity
c. intent
d. acceptance

8. Section 302 of the LMRA requires that employee benefit plans which are provided under a union contract must be jointly ____ by labor and management representatives.
a. funded
b. underwritten
c. drafted

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*d. administered

9. Employers have a legitimate interest in the hours of work of employees because of the need for operational ___.
a. legality
b. integrity
*c. efficiency
d. accountability