

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

*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

*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