

# The HR I.Q. Test: May '13

**1. How many hours does the Fair Labor Standards Act (FLSA) consider “full-time” employment?**

- a. 35
- b. 40
- c. Employers determine “full time” status, not the FLSA

**2. A California company recently lost a \$1 million overtime lawsuit due to unusually long lines in which employees waited at:**

- a. The time clock
- b. The entrance to the parking lot
- c. The HR department’s door

**3. Since March, employers have been required to post an updated poster that explains employees rights under what law?**

- a. National Labor Relations Act
- b. Fair Labor Standards Act
- c. Family and Medical Leave Act

**4. By Dec. 1, 2013, OSHA says certain covered employers must train their employees on:**

- a. New texting-while-driving employer guidelines
- b. New chemical labeling rules
- c. New electrical wiring regulations

**5. Romantic relationships between co-workers can trigger legal issues. What percentage of U.S. employees say they’ve been involved with a co-worker romantically?**

- a. 16%
- b. 37%
- c. 51%

**6. A recent *Wall Street Journal* story says recruiters and applicants are increasingly using what service to post and seek jobs?**

- a. Twitter
  - b. Instagram
  - c. eBay
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Sources: 1. Department of Labor; 2. The HR Specialist; 3. TheHRSpecialist.com/FMLAposter; 4. OSHA.gov/dsg/hazcom; 5. Glassdoor.com survey; 6. *The Wall Street Journal*.

**Answers:** 1. c   2. a   3. c   4. b   5. b   6. a