

Back to School: Test your HR knowledge

Across the country, schools are back in session and the lazy days of summer are officially over. In the spirit of learning, let's test your HR knowledge - don't cheat - the answers are at the bottom!

1. What do HR professionals say is the biggest employment law challenge at the state and local level?

- a. Marijuana laws
- b. Minimum wage
- c. Paid sick leave laws

2. A fatter paycheck is the number one reason employees switch jobs. But which generational group says they're more likely to quit their jobs for more money?

- a. Millennials
- b. Baby Boomers

3. The U.S. Department of Labor said this year that workers who provide services for gig-economy companies (Uber drivers, etc.) should, in most cases, be considered:

- a. Employees
- b. Independent contractors

4. Reversing a decades-long trend, employers say they are now having more trouble finding and recruiting:

- a. Blue-collar workers
- b. White-collar workers

5. Title VII of the federal Civil Rights Act prohibits job discrimination based on all the following except:

- a. Race
- b. Age
- c. Religion
- d. Gender

6. Employees of which generation, on average, are late for work more often?

- a. Gen Z (22 and younger)
- b. Millennials (age 23-38)
- c. Baby Boomers (age 55-75)

7. If you ask departing workers to sign an age-bias lawsuit waiver as part of a severance deal, you must give them __ days to consider it:

- a. 10 days
- b. 14 days
- c. 21 days

8. Two years ago, 80% of HR professionals surveyed said they feel they have a voice in company strategy and decisions. What's that percentage today?

- a. 74%
- b. 83%
- c. 90%

9. The "Equality Act" that passed in the U.S. House of Representatives this year (but is stalled in the Senate) would:

- a. Require equal pay for men and women
- b. Ban discrimination based on sexual orientation
- c. Require equal paternity leave for new dads

10. The IRS announced recently that it will make big changes to which form for 2020?

- a. W-4
- b. W-2
- c. I-9

11. What does the Affordable Care Act NOT require employers to provide workers who are still breastfeeding?

- a. Breaks to express breast milk
- b. A private place (not a bathroom)
- c. Right to bring the baby to work for up to six months

12. What percentage of employers currently offer "Employee of the Month" awards?

- a. 18%
- b. 29%

c. 41%

Sources: 1. Littler Mendelson survey 2. PayScale survey 3. DOL 4. Conference Board survey 5. EEOC 6. Deputy Software survey 7. TheHRSpecialist.com/adea 8. Paychex “Pulse of HR” survey 9. The HR Specialist 10. TheHRSpecialist.com/2020w-4 11. Dol.gov/whd/nursingmothers 12. WorldatWork survey

Answers: 1. c 2. a 3. b 4. a 5. b 6. a 7. c 8. c 9. b 10. a 11. c 12. a