

Employment Law Quiz

Participant Name: _____ Email: _____

Upon viewing webinar please complete quiz and then return to the office of Professional & Community Education in order to receive certificate of completion. Completed quiz may be emailed (CE@mail.wvu.edu), faxed (304.293.5936) or mailed (WVU, PO Box 6830, Morgantown, WV 26506-6830).

1. Most workers are at-will employees. True or False?
2. At will employees can/cannot quit at any time for any reason, and employers can/cannot terminate someone at any time for any reason.
3. The difference between an independent contractor and an employee is how much control the employer exercises over the work, and the burden of proof is on the employer. True or False?
4. Name 3 factors that are considered in determining contractor vs. employee status:
_____, _____,

5. _____ or FLSA covers minimum wage and overtime pay.
6. Most employees are considered non-exempt.
True or False?
7. To be exempt, work duties must be _____,
_____, or _____ in nature.
8. Paid time off is guaranteed under federal law.
True or False?
9. When calculating overtime, paid time off
does/does not count.
10. Name the two types of sexual harassment:

11. FMLA covers employers with more than _____ employees.
12. FMLA can be up to 12 weeks per year and can be taken intermittently. True or False?