

Practice Questions – Labor and Employment Relations

NOTE: The answers to these questions are provided at the end of the page.

1. In a union setting the grievance procedure is a function of:

1. Harassing the supervisor
2. Pattern bargaining
3. Airing gripes
4. Conflict resolution

2. The phases in the labor relations process are:

1. Recognition, negotiation, and administration
2. Determining the bargaining unit, collective bargaining, grievance procedures
3. Collection of authorization cards, elections, recognition
4. Collective bargaining, grievances, economic pressures

3. A union shop is one where:

1. Membership is required before one can be hired
2. Membership is optional, but dues are required
3. Membership is required within a specified time period after being hired
4. Membership is required before the next contract negotiations

4. An informal process of agreement used by the EEOC for resolving charges of discrimination

1. Constructive discharge
2. Executive orders
3. Conciliation
4. Employment-at-will doctrine

5. Legal theory that makes employers liable for the abusive acts of employees if the employer knew or should have known about the employees' propensity for such conduct.

1. Age Discrimination Act
2. Four-fifths rule
3. Affirmative Action plans
4. Negligent hiring

6. Money provided to temporarily assist employees who are laid off through no fault of their own:

1. Worker's compensation
2. Medicare
3. Perquisites
4. Unemployment compensation

7. A union shop clause states that:

1. Workers who take a job in a bargaining unit do not need to join the union
2. Workers who take a job in a bargaining unit must pay dues to the union but do not need to join
3. Workers must join the union before they will be considered for a job in a bargaining unit

4. Workers who take a job in a bargaining unit must join the union within a certain period of time

8. What is the first step that these employees must take if they no longer wish to be represented by their union?

1. The employees must request temporary leave from the union
2. The employees must request an investigation by the NLRB
3. The employees must inform union leaders of their dissatisfaction
4. The employees must request a decertification election

9. Which of the following legislation prohibits mandatory retirement based on age?

1. Older Worker's Benefit Protection Act (1990)
2. Age Discrimination in Employment Act (1967)
3. Vocational Rehabilitation Act (1973)
4. Title I of the Americans with Disabilities Act (1990)

10. The Wagner Act (National Labor Relations Act) was enacted by Congress in:

1. 1935
2. 1936
3. 1947
4. 1959

11. The Labor Management Relations Act:

1. protects individuals from their unions with a guaranteed "bill of rights"
2. mandates employers maintain records on employees, pay at minimum wage, and pay one and one-half for hours worked over 40
3. provided workers right to organize
4. provides that employers may not terminate/discriminate against an employee for union involvement

12. The act which prohibits employers with 15 or more workers from discriminating in employment, public services & transportation, public accommodations, and telecom is:

1. Executive Order 11246
2. Equal Employment Opportunity Act
3. Age Discrimination in Employment Act
4. None of the above

13. A firm that requires employees who refuse to join the union to pay equivalent amounts equal to union dues and fees for the union representative services is defined as:

1. union shop
2. agency shop
3. closed shop
4. none of the above

14. The "National Labor Code" includes which of the following?

1. the Wagner Act
2. the Taft-Hartley Act
3. the Landrum-Griffin Act

4. all of the above
5. none of the above

15. Contract provisions to aid the union in obtaining and retaining members are referred to as:

1. dues checkoff
2. mandatory issues
3. permissive issues
4. union security provisions
5. none of the above

16. All of the following are mandatory bargaining items, except.

1. Holidays
2. Pensions
3. Hot cargo clauses
4. Employee security

17. What is the largest labor union?

1. National Education Assoc. (NEA)
2. Electrical (IBEW)
3. Teamsters (IBT)
4. Auto Workers (UAW)

18. What labor law amended the NLRA and added unfair union labor practices?

1. Landrum-Griffin Act
2. Taft-Hartley Act
3. Fair Labor Standards Act
4. Wagner Act

19. A firm that requires employees who refuse to join the union to pay amounts equal to union dues and fees for the union's representative service is known as:

1. Closed Shop
2. Union Shop
3. Open Shop
4. Agency Shop

20. The process by which a third party assists negotiators in their discussions and also suggests settlement proposals is known as:

1. Arbitration
2. Conciliation
3. Mediation
4. Ratification

21. Which of the following is not a type of strike?

1. Sympathy Strike

2. Empathy Strike
3. Economic Strike
4. Unfair Labor Practice Strike

22. Details of an employment agreement are often spelled out in a formal:

1. non-piracy agreement
2. non-compete covenant
3. implied agreement
4. employment contract

23. A firm that requires individuals to join a union before they can be hired:

1. Agency shop
2. Closed shop
3. Union shop
4. All of the above

24. The LMRA was enacted by which of the following acts:

1. Landrum-Griffin Act
2. Taft-Hartley Act
3. Wagner Act
4. Norris-LaGuardia Act

25. A means by which disputes arising from different interpretations of a labor contract are settled by a third party:

1. Mediation
2. Grievance procedure
3. Grievance arbitration
4. A and B

26. Research has identified three psychological determinants that influence a person's decision to join or avoid a union. What are the three determinants?

1. The health of the economy, desire to feel accepted, and strong beliefs about the union.
2. Perception of the work environment, desire to participate, and strong beliefs about the union.
3. The health of the economy, the perceptions of family members, and the desire to impact society.
4. Perception of the work environment, the perception of family members, and the feeling that its "the right thing to do."

27. When is the NLRB authorized to conduct an election?

1. When a petition has been filed by an employee, an individual, a labor organization, or an employer.
2. When 30% or more eligible employees have sign authorization cards.
3. A and B.
4. When an employer signs a contract agreeing to a union election

28. What is a consent election?

1. When the regional director schedules a hearing to resolve election disputes.
2. An order by the NLRB to cancel the election.

3. An agreement between an employer and the union to waive the pre-election hearing.
4. None of the above

29. What is the very first step in the union decertification process?

1. When an employee or group of employees request a decertification.
2. When union members stop paying dues and attending meetings.
3. When the employer, the union, and the community come together to request a decertification
4. election.
5. When the NLRB sends a notice requiring a decertification election.

30. Which of the following is an example of an employee who must join the union as a condition of employment?

1. Union shop
2. Agency shop
3. Closed shop
4. Industrial shop

31. Which of the following is considered illegal?

1. Agency shop
2. Union shop
3. Closed shop
4. Hiring halls

32. Which of the following is an example of a union organizer working within the company that the union wants to unionize?

1. Scab
2. Indirect Pressure
3. Hand billing
4. Salting

33. What percent of employees must sign union representation cards to hold an election?

1. 50%
2. 30%
3. 75%
4. 25%

34. The NLRB can waive an election based on all except:

1. The authorization cards are clear and unambiguous
2. Employees' signatures were obtained through threatening and coercing
3. A fair and impartial election is impossible based on the employers conduct.
4. The majority of the employees have signed union authorization cards.

35. In an unionized organization which group of employees are more likely to have their own bargaining unit :

1. Security Guards
2. Janitors

3. Electricians and other skilled employees
4. Unskilled laborers

36. Organizational picketing is done to:

1. Obtain employer recognition of the unit as a bargaining representative
2. Gain public support for the union and its goals
3. Promote employees acceptance of the union as their representative
4. Inform employees about what the key issues are

37. The collective bargaining agreement should guarantee specific rights to the employer except:

1. Rights to determine what product or services they will produce
2. Restrict the unions use of the company's property for union meetings
3. The employer can not file charges against the union
4. The employer can discipline employees for "just cause"

38. Which of the following activities is a protected activity?

1. Picketing
2. Wildcat Strike
3. Secondary boycotts
4. Shutdowns

39. In the face of a strike threat, management is most interested in:

1. How to continue production or providing a service
2. Providing security for the strikers
3. Maintaining benefits for striking employees
4. Notifying the local press

40. What type of strike is unapproved by the union?

1. Secondary strike
2. Economic Strike
3. Lockout
4. Wildcat Strike

41. Mandatory topics of negotiation is established by:

1. Unions and employers
2. Unions
3. Employers
4. NLRB

42. Illegal subjects of negotiations include all the following except for:

1. Wildcat Strikes
2. Hot Cargo Clauses
3. Discipline Procedures

4. Closed Shop Agreements

43. Parallel or patterning bargaining is most common in what industry?

1. Airline Industry
2. Professional Sports
3. Heavy Manufacturing
4. Automotive Industry

44. Principled negotiations is not based on:

1. Separate the people from the problem
2. Focus on positions
3. Invent options for mutual gains
4. Insist on objective criteria

45. What reasons does an employer have to not give the union requested information?

1. The union requests information for non bargaining related purposes
2. If the cost of providing the information is prohibitive to the employer
3. It would violate trade secrets of the employer
4. The employer must provide all information requested by the union

46. A company that wants to change an existing collective bargaining agreement must notify the other party how many days in advance prior to the expiration of the contract?

1. 30 days
2. 60 days
3. 90 days
4. 120 days

47. What is the final step in the grievance procedure?

1. The Shake-Out Step between top management and top union officials
2. The NLRB makes a ruling
3. Third party determination
4. The local labor relations representative and the union chairperson

48. Which of the following is least likely to be used in a nonunion environment?

1. Open door policy
2. Alternative dispute resolution
3. Arbitration
4. Peer reviews

49. The governmental agency that watches over public sector labor management relations is:

1. NLRB
2. Department of Labor
3. Justice Department
4. Federal Labor Relations Council

50. What law governs collective bargaining among federal employees?

1. Civil Service Reform Act
2. National Labor Relations Act
3. Federal Labor Relations Act
4. Labor-Management Relations Act

51. If an employee files a grievance who is the person that has first opportunity to solve the grievance?

1. Union Representative
 2. First Line Supervisor
 3. Labor Relations Representative
 4. Union Shop Chairperson
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ANSWERS:

1. D
2. A
3. C
4. C
5. D
6. D
7. D
8. D
9. B
10. A
11. D
12. D
13. B
14. D
15. D
16. C
17. A
18. B
19. D
20. C
21. B
22. D
23. B
24. B
25. C
26. B
27. C
28. C
29. A
30. A
31. C
32. D
33. B
34. B
35. A
36. C
37. C
38. A
39. A
40. D
41. D

- 42. C
- 43. D
- 44. B
- 45. C
- 46. B
- 47. C
- 48. C
- 49. D
- 50. A
- 51. B