EE & Labor Relations Quiz

1. Which of the following is not considered an ULP committed by an employer?
   a. Discharging employees for urging other employees to join a union.
   b. Announcing a wage increase without consulting the employees’ representative.
   c. Limiting the use of a facility to the union for meetings and bulletin board postings.
   d. Refusing to meet with employees’ representatives because the employees are on strike.

2. A threat of reprisal is defined as:
   a. Any threat, whether overt or subtle, that is intended to or can reasonably be construed to intimidate or coerce employees to act in a certain way or punish them for not acting in a certain way.
   b. This statement leads employees to believe that management will instigate a strike by refusing to negotiate in good faith with the union.
   c. Threats that employees will lose pay and benefits if they unionize.
   d. Any promise that suggests that improvements will be made if employees refrain from unionizing.

3. The collective bargaining agreement should guarantee specific rights to employers. These rights include:
   a. The right to create employer dominated unions
   b. The use and limitation of use of facilities, free speech, disciplinary action
   c. Coercing employees to join union, refusing to bargain in good faith
   d. None of the above

4. Which of the following remedies allows the NLRB to order an organization to recognize a union?
   a. Cease-and-desist orders
   b. Reinstatement
   c. Retaliation
   d. Bargaining orders

5. Which of the following is not considered a ULP committed by a union?
   a. Picketing a neutral employer to force it to stop doing business with a primary employer (secondary boycott)
   b. Picketing in such numbers that non-striking employees are physically barred from entering the plant or facility.
   c. Representing all members of a bargaining unit.
   d. Insisting on the inclusion of illegal contract provisions.

6. Which court has the authority to enforce the NLRB’s decision, order the NLRB to gather additional evidence or deny enforcement?
   a. Superior Court
   b. Supreme Court
   c. Appellate Court
   d. District Court

7. Which of the following is considered an unlawful, unprotected activity?
   a. Sympathy strike
   b. Picketing
   c. Secondary boycott
   d. Both a and c
8. A wildcat strike is defined as
   a. Partial or intermittent strikes
   b. When the employees strike even though the contract forbids strikes during the tenure of an agreement
   c. Action against some third party in an attempt to put pressure on the primary party
   d. None of the above

9. Double breasting is defined as
   a. An employer who has separated operations, both of which are union.
   b. An employer who has a union operation and a network of nonunion allies.
   c. An employer who has both union and nonunion operations.
   d. Employers who have an agreement to provide labor to each other during strikes.

10. Which of the following are considered mandatory subjects for collective bargaining?
    a. Hot cargo clauses, vacation, management rights
    b. Overtime, vacation, safety
    c. Closed shops, transfer, leave of absence
    d. Assignment, seniority, discriminatory hiring

11. What takes place when unions negotiate provisions covering wages and other benefits similar to those already provided in other agreements existing within the industry or region?
    a. Coordinated bargaining
    b. Parallel or Pattern Bargaining
    c. Coalition bargaining
    d. Principles negotiation

12. When does integrative bargaining take place?
    a. When there is more than one issue to be resolved
    b. When the parties are in conflict over the issue and the outcome represents a gain for one party and a loss for the other
    c. When the union requests information for non-bargaining related purposes.
    d. All the above.

13. When the cost of providing information is prohibitive to the employer, this is considered an example of
    a. Waiver
    b. Confidentiality violation
    c. Burdensome
    d. Concessions

14. The LMRA requires the party desiring a renegotiation of the contract to notify the other party of its intention to offer to bargain a new agreement. Notices must come at least how many days before the end of the contract if the requesting party intends to terminate the agreement at that time.
    a. 30
    b. 180
    c. 90
    d. 60

15. Referring to number 14, the initiating party must also notify the Federal Mediation and conciliation service and state mediation agencies within how many days of notifying the other party regarding the termination or modification of the agreement.
    a. 30
    b. 60
    c. 90
    d. 180

16. Injunctions are usually sought for what purpose?
    a. To protect property or prevent bodily injury
    b. To get employers to act
    c. To help develop factual data
    d. None of the above

17. Which of the following is authorized by the Labor Management Relations Act to appoint a board of inquiry if a strike affects an entire industry and endangers national health or safety?
18. The employee grievance procedure involves several steps. Which of the following represents a general grievance procedure?

19. All of the following are things that you should do to handle a grievance except:
   a. Do visit the work area related to the grievance
   b. Do give long, written grievance answers
   c. Do fully examine the grievant's personnel records
   d. Do fully inform your own supervisor of grievance matters.

20. Arbitrators can be located through three major organizations. The private organization composed of 400 highly experienced arbitrators that meet certain criteria is
   a. The American Arbitration Association
   b. The Federal Mediation and Conciliation Association
   c. The collective Bargaining and Labor Relations Association
   d. The National Academy of Arbitrators

21. In a normal hearing procedure for the arbitration of grievance, which party makes an opening statement when the case is for discharge of discipline?
   a. The company
   b. The union
   c. The arbitrator
   d. None of the above, it is an arbitration hearing so there are no opening statements.

22. Arbitrators who work strictly on a case-by-case basis are called
   a. Ad Hock Arbitrators
   b. Permanent Arbitrators
   c. Case Arbitrators
   d. Tripartite Panel Arbitrators

23. Which of the following is one of the many advantages of job posting?
   a. It is beneficial to team development
   b. It is beneficial to individual development
   c. It allows companies to write binding contracts for each employee
   d. None of the above

24. Organizations have a variety of feedback communication mechanisms they can use. Which of the following lists of mechanisms is correct?
   a. Climate/Attitude surveys, Management philosophy, Open-door/Person to-person meetings
   b. Climate/attitude surveys, employee representative systems, job security
   c. Skip-level interviews, department/unit communications, Do not volunteer policies
   d. Human Resources/Labor Relations reviews, skip-level interviews, climate/attitude surveys

25. In the Market Environment, the public sector specific legal constraints determine when public negotiators must meet, and what they may bargain about. Which of the following may the Public-Sector NOT bargain about?
   a. Competition-monopoly in local markets
   b. Entry and exit of employers- new fines enter or leave given industry conditions
   c. Output produced- un-priced goods and services; hard to measure public goods
   d. Conflict tools- strikes often prohibited
26. Collective bargaining includes ALL BUT ONE of the following functions.
   a. determine strike action
   b. administer resulting labor agreement
   c. establish method of settlement of disputes
   d. negotiation of labor contract

27. The conduct of a certification election in the private sector is the responsibility of
   a. the National Labor Elections Board
   b. the National Mediation Board
   c. the National Labor Relations Board
   d. a joint employee-employer committee

28. Which of the following is NOT a way that a union can be certified?
   a. They can demonstrate that the union represents a majority of the firm’s employees
   b. They can petition the NLRB for a certification election
   c. The NLRB can recognize the union without an election
   d. They can get approval directly from management.

29. The three basic types of collective bargaining include all BUT
   a. distributive bargaining
   b. judicial bargaining
   c. integrative bargaining
   d. concession bargaining

30. The first step in the collective bargaining process is
   a. selection of negotiators
   b. development of a bargaining strategy
   c. determining tactics to be used in bargaining
   d. none of the above

31. Once the negotiators have been selected, the next step in the collective bargaining process is
   a. develop a bargaining strategy
   b. determine the tactics to be followed
   c. determine the absolute limit of concessions
   d. evaluate the company’s economic position

32. Which of the following would be considered evidence of an absence of good faith?
   a. an unwillingness to make counter proposals
   b. constantly changing positions
   c. the use of delaying tactics
   d. all of the above

33. A process in which a third party helps labor and management reach an agreement is called
   a. arbitration
   b. mediation
   c. conciliation
   d. assisted bargaining
34. The Federal Mediation and Conciliation Service was created by
   a. National Labor Relations Act
   b. Taft Hartley Act
   c. Landrum Griffin Act
   d. none of the above

35. Mandatory subjects for collective bargaining include
   a. job posting procedures
   b. changes of payment from hourly base to salary base
   c. employee Physical examinations
   d. all of the above

36. A complaint about a job that creates dissatisfaction or discomfort, whether it is valid or not is called a
   a. complaint
   b. contract violation
   c. grievance
   d. infraction

37. The employee grievance involves several steps. A grievance must be resolved in _____days before higher level management is involved.
   a. 5-15 days
   b. 15-30 days
   c. 30-60 days
   d. 60-90 days

38. Higher level management has ____ days to resolve a grievance before it moves to the final stage.
   a. 5-15 days
   b. 15-30 days
   c. 30-60 days
   d. 60-90 days

39. Some of the ways HR professionals can build cooperation between employers and unions include:
   a. prior consultation with union leaders
   b. training programs that objectively communicate intent of union & management bargainers
   c. third parties to provide guidance
   d. all of the above

40. Arbitrators can be located through:
   a. The National Academy of Arbitrators
   b. The Federal Mediation and Conciliation Service
   c. The American Arbitration Association
   d. all of the above

41. Do’s of handling grievances include:
   a. long written grievance letters
   b. deny a grievance on the premise “hands are tied by management”
   c. examine grievant’s personnel record
   d. admit to the binding effect of a past practice

42. Do not’s of handling grievances include:
   a. discussing the case in private with the union steward
b. visit the work area
c. determine if there were any witnesses
d. all of the above

43. Normal hearing procedure for the arbitration of a grievance starts with

a. initiating party always make the opening statement.
b. initiating party never makes the opening statement
c. initiating party makes the opening statement except in discharge or discipline cases
d. none of the above

44. Which of the following statements is true?

a. a union is a group of employees who have joined together to achieve present & future goals that deal with employment conditions.
b. employers in nonunion shops do not consult with workers prior to making decision which affect the workers
c. unions have existed in this country since about the Civil War.
d. a and c are true.

45. Unions have existed in this country since

a. the Great Depression
b. the Industrial Revolution
c. the Civil War
d. colonial times

46. The earliest unions in this country functioned as

a. fraternal societies
b. social welfare spokespersons
c. representatives to management of their members
d. all of the above

47. In effect, unions formed to exert pressure on management were illegal in this country until

a. 1842
b. 1865
c. 1888
d. 1935

48. The case which opened the door for unions to form without the threat of prosecution for criminal conspiracy was

a. Commonwealth v Hunt
b. Mineworker’s v Virginia Mines
c. Pennsylvania v Molly Maguires
d. Penn Central Rail Road v AFL

49. One secret union group of miners which was involved in a series of widely publicized murders, riots, and bloodshed was the

a. Knights of Labor
b. Miners Coalition
c. Molly Maguires
d. Black Hands

50. The first union federation to achieve significant size and influence in this country was

a. Knights of Labor
b. the American Federation of Labor
c. the United Mine Workers
d. the Railroad Workers Federation
51. The earliest legislation that encouraged the voluntary settlement of labor disputes in the railroad industry was
   a. Railway labor Act
   b. Federal Labor Act of 1922
   c. Arbitration Act of 1888
   d. None of the above.

52. The_________limited the power of federal courts to stop union picketing, boycotts, and strikes.
   a. Wagner Act
   b. Landrum-Griffin Act
   c. Taft-Hartley Act
   d. Norris-LaGuardia Act

53. The_________made it illegal for employers to dominate or interfere with the affairs of a union.
   a. Wagner Act
   b. Landrum-Griffin Act
   c. Taft-Hartley Act
   d. Norris-LaGuardia Act

54. The_________made it illegal for employers to discriminate in regard to hiring, tenure, or any employment condition for the purpose of encouraging or discouraging membership in any union organization.
   a. Wagner Act
   b. Landrum-Griffin Act
   c. Taft-Hartley Act
   d. Norris-LaGuardia Act

55. ______________made it illegal to refuse to bargain with an employers in good faith
   a. Wagner Act
   b. Landrum-Griffin Act
   c. Taft-Hartley Act
   d. Norris-LaGuardia Act

56. ______________provided the President of the US the right to seek an 80 day court injunction against strikes or lockouts that could affect the nations health.
   a. Wagner Act
   b. Landrum-Griffin Act
   c. Taft-Hartley Act
   d. Norris-LaGuardia Act

57. The ______________gave union membership the right to nominate candidates for union office, vote in union elections, and attend union meetings.
   a. Wagner Act
   b. Landrum-Griffin Act
   c. Taft-Hartley Act
   d. Norris-LaGuardia Act

58. The ___________eliminated sweetheart contracts
   a. Wagner Act
   b. Landrum-Griffin Act
   c. Taft-Hartley Act
   d. Norris-LaGuardia Act
59. Maintenance of membership in unions in means
   a. members are expected to promote the union
   b. member must obey strike decisions
   c. members cannot resign from the union during the life of the contract
   d. members must resign if promoted into management

60. The first recognition of the government that its employees could join unions and bargain collectively was
   a. The Federal Labor Relations Act
   b. President Kennedy’s 1963 Executive order 10988
   c. President Nixon’s 1969 Executive Order 11491
   d. Federal Service Labor Management Statute

61. In the public sector
   a. specific legal constraints determine when public negotiators must meet
   b. specific legal constraints determine how long public negotiators meet
   c. specific legal constraints determine under what circumstances public negotiators meet
   d. all of the above

62. Public sector prohibited subjects include
   a. wage rates and number of employees
   b. internal security practices of the agency
   c. mission, budget or organization of the agency
   d. all of the above

63. Public sector negotiators
   a. have full authority to agree to settlements
   b. are restricted in their ability to make bargaining concessions
   c. concessions may depend on legislative approval
   d. b & c above.