



SAMPLE QUESTIONS for EMPLOYMENT LAW EXAMS

CASE 1

Data Masters is a large privately held company that conducts business in multiple locations in the Greater Toronto Area. Its annual payroll is \$12 million.

Data Masters recently lost a significant customer and has taken 2 cost-saving measures: it eliminated a non-essential position, and it decided to temporarily lay off the employees in the data service department at the company's Dundas Square location. The department employed 60 people whose lengths of service ranged from 2 to 4 years.

Evan is the employee whose position has been eliminated. He was asked to leave immediately and was assured that Data Masters would meet all requirements of the *Employment Standards Act, 2000*. He has also been advised that he may be eligible for severance pay under the Act.

Evan had been employed continuously by Data Masters for 12 years, receiving an annual salary of \$40,000 and 2 weeks' annual vacation. He also participated in a comprehensive benefits plan that included short- and long-term disability benefits, health and dental coverage, and life insurance. The benefits plan is provided by a third-party insurance company. Data Masters pays 100% of the premiums associated with the plan.

Data Masters employs 10 people in Evan's role; Evan is the only one whose position was eliminated.

Questions \$1 to \$5 refer to Case 1

1. How many weeks of termination pay in lieu of notice is Evan entitled to according to the *Employment Standards Act, 2000*?
 - a. 8 weeks
 - b. 12 weeks
 - c. 20 weeks
2. Evan contacts the HR department to ask whether he will have access to benefits in the weeks after his termination. What should he be told?
 - a. His benefits will be terminated on his last day of work.
 - b. His benefits will be continued during his termination pay period under the *Employment Standards Act, 2000*.
 - c. His benefits will be terminated 15 days after his last day of work.

Sample Employment Exams

Cathy Winterfield



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Handbook of Workplace Assessment John C. Scott,Douglas H. Reynolds,2010-06-29 Handbook of Workplace Assessment Given the trend for organizations to streamline their workforces and focus on acquiring and retaining only top talent a key challenge has been how to use assessment programs to deliver a high performing workforce that can drive revenues shareholder value growth and long term sustainability The Handbook of Workplace Assessment directly addresses this challenge by presenting sound evidence based and practical guidance for implementing assessment processes that will lead to exceptional decisions about people The chapters in this book provide a wide range of perspectives from a world renowned group of authors and reflect cutting edge theory and practice The Handbook of Workplace Assessment provides the framework for what should be assessed and why and shows how to ensure that assessment programs are of the highest quality reviews best practices for assessing capabilities across a wide variety of positions summarizes key strategic applications of assessment that include succession management mergers acquisitions and downsizings identification of potential and selection on a global scale highlights advances trends and issues in the assessment field including technology based assessment the legal environment alternative validation strategies flaws in assessment and the strategic use of evaluation to link assessment to organizational priorities This SIOP Professional Practice Series Handbook will be applicable to HR professionals who are tasked with implementing an assessment program as well as for the users of assessments including hiring managers and organizational leaders who are looking for direction on what to assess what it will take and how to realize the benefits of an assessment program This Handbook is also intended for assessment professionals and researchers who build validate and implement assessments

Manpower ,1972 *Emergency Response and Hazardous Chemical Management* Clyde B. Strong,T. Rick Irvin,1995-10-01 Management of hazardous chemicals and materials particularly during emergency release situations is a critical part of routine training required for workers and professionals in the chemical petroleum and manufacturing industries Proper storage of highly reactive chemical agents correct choice of protective clothing and safety issues in confined spaces are vital to operating facilities Inattention to these and other issues covered in this book can result in a loss of life dispersal of toxic chemical agents into the environment or fire and explosion and subsequent legal liabilities *Emergency Response and Hazardous Chemical Management Principles and Practices* provides a concise reference for management and workers on the important issues regarding the use and management of hazardous chemicals as well as the critical issues in the emergency response management of uncontrolled releases of hazardous agents This book combines practical information on hazardous chemical response and environmental management with scientific and management issues important in the development of sound chemical management planning Important current topics such as hazardous chemical management in confined spaces are also covered in detail **CAIIB Paper 1 : Advanced Bank Management Exam Book | Certified Associate of Indian Institute of Bankers (CAIIB) | 15 Practice Tests (1500 Solved MCQs)** EduGorilla Prep Experts,2023-09-28 Best Selling Book in English Edition for CAIIB Paper 1 Advanced Bank Management Exam with objective type questions as per the latest syllabus Compare your performance with other students using Smart Answer Sheets in EduGorilla s CAIIB Paper 1 Advanced Bank Management Exam Practice Kit CAIIB Paper 1 Advanced Bank Management Exam Preparation Kit comes with 15 Practice Tests with the best quality content Increase your chances of selection by 16X CAIIB Paper 1 Advanced Bank Management Exam Prep Kit comes with well structured and 100% detailed solutions for all the questions Clear exam with good grades using thoroughly Researched Content by experts **Resources in Education** ,1986 *Job and Work Analysis* Frederick P. Morgeson,Michael T. Brannick,Edward L. Levine,2019-02-07 Job and Work Analysis Methods Research and Applications for Human Resource Management by Frederick P Morgeson Michael T Brannick and Edward L Levine provides students and professionals alike with an in depth exploration of job analysis Job analysis encompasses a wide range of crucial topics that help us understand what people do at work and why This one of a kind text expertly unpacks the best job analysis methods and then illustrates how to apply these methods to solve some of the most common workplace problems Readers will learn the best practices for helping people work smarter improving hiring and training making jobs safer and providing a satisfying work environment The new Third Edition includes new references the latest research findings and expanded discussions of competency models teams and O NET **Performance Assessment for the Workplace, Volume II** National Research Council,Division of Behavioral and Social Sciences and Education,Commission on Behavioral and Social Sciences and Education,Committee on the Performance of Military Personnel,1991-02-01 Volume II covers a number of measurement and analytical issues in greater technical detail including

range restriction adjustments methods for evaluating multiple sources of error in measurement comparing alternative measures of performance and strategies for clustering military occupations

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Handbook of Psychology, History of Psychology Irving B. Weiner, Donald K. Freedheim, 2003-01-16 Includes established theories and cutting edge developments. Presents the work of an international group of experts. Presents the nature, origin, implications, and future course of major unresolved issues in the area.

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Job Element Examination for State Troopers Lorraine D. Eyde, Ernest S. Primoff, Robert H. Hardt, 1981

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Applied Measurement Deborah L. Whetzel, George R. Wheaton, 2016-02-17 An updated version of Deborah Whetzel and George Wheaton's earlier volume, this text is a well-organized sourcebook for fundamental practices in industrial psychology and human resources management. Applied Measurement describes the process of job analysis and test development with practical examples and discusses various methods for measuring job performance. Its primary purpose is to provide practical, systematic guidance on how to develop the various kinds of measurement instruments frequently used in the fields of

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Table of Contents Sample Employment Exams

1. Understanding the eBook Sample Employment Exams
 - The Rise of Digital Reading Sample Employment Exams
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Employment Exams
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Employment Exams
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Employment Exams
 - Personalized Recommendations
 - Sample Employment Exams User Reviews and Ratings
 - Sample Employment Exams and Bestseller Lists
5. Accessing Sample Employment Exams Free and Paid eBooks
 - Sample Employment Exams Public Domain eBooks
 - Sample Employment Exams eBook Subscription Services
 - Sample Employment Exams Budget-Friendly Options

6. Navigating Sample Employment Exams eBook Formats
 - ePub, PDF, MOBI, and More
 - Sample Employment Exams Compatibility with Devices
 - Sample Employment Exams Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sample Employment Exams
 - Highlighting and Note-Taking Sample Employment Exams
 - Interactive Elements Sample Employment Exams
8. Staying Engaged with Sample Employment Exams
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sample Employment Exams
9. Balancing eBooks and Physical Books Sample Employment Exams
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sample Employment Exams
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Sample Employment Exams
 - Setting Reading Goals Sample Employment Exams
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Sample Employment Exams
 - Fact-Checking eBook Content of Sample Employment Exams
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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