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National Payroll Institute Payroll Fundamentals 1Exam Sample Questions (Q67-Q72):

NEW QUESTION # 67

Dollar amounts that are paid to an employee to cover expenses that they incurred while performing their job, but are not considered in the calculation of an employee's earnings are:

- A. Allowances
- **B. Expense reimbursements**
- C. Benefits
- D. Earnings

Answer: B

Explanation:

An expense reimbursement is a repayment to an employee for business costs they already paid personally (for example, meals, mileage, supplies), typically supported by receipts or an expense report. CRA's guidance explains that a reimbursement is a payment made to repay amounts the employee spent while conducting the employer's business, and that a reasonable reimbursement is generally not included in the employee's income.

That's why reimbursements are generally not part of "earnings" for payroll calculations—they are not compensation for work performed; they are repayment of a business expense. This differs from an allowance, which is usually a fixed amount paid without requiring receipts; allowances are often taxable unless a specific CRA exception applies.

So the correct term for "dollar amounts paid to cover job expenses incurred, but not considered earnings" is expense reimbursements (option D). Payroll best practice is to ensure reimbursements are properly documented and reasonable to support non-taxable treatment.

NEW QUESTION # 68

A paper Record of Employment must be issued:

- A. Within five calendar days of an interruption of earnings
- **B. All of the above**
- C. When requested by Service Canada
- D. When an employer becomes aware of an interruption of earnings exceeding seven calendar days

Answer: B

Explanation:

Service Canada's ROE guidance states that an employer must issue an ROE each time an employee experiences an interruption of earnings and when Service Canada requests one. This makes option A true.

For paper ROEs, the ROE guide is explicit about deadlines: you must issue a paper ROE within 5 calendar days of (1) the first day of an interruption of earnings, or (2) the day the employer becomes aware that an interruption of earnings has occurred. This confirms option B.

An interruption of earnings generally occurs under the 7-day rule-when an employee has had or is anticipated to have 7 consecutive calendar days with no work and no insurable earnings from the employer.

That's why option C is also true: once the employer becomes aware the 7-day threshold is met (or will be met), the ROE requirement is triggered, and the paper ROE must be issued within the time limit above.

NEW QUESTION # 69

Paul Westin works for an Alberta organization and receives a regular salary of \$1,800.00 semi-monthly. He will be receiving a payout of accrued vacation with no time taken of \$1,400.00 on a separate cheque. He has federal and provincial TD1s on file with claim code 1. Calculate the income taxes to be withheld on his vacation pay.

Answer:

Explanation:

341.50

Explanation:

CRA's method for bonus/irregular payments paid separately is to calculate income tax on the combined pay (regular pay + the irregular payment) using the regular tax tables, then subtract the tax that would apply to the regular pay alone. The difference is the income tax to withhold from the irregular payment.

Here, the semi-monthly taxable pay is:

Regular pay = \$1,800.00

Regular + vacation payout = \$3,200.00

Using the 2026 Alberta semi-monthly (24 pay periods) tax tables with claim code 1:

At \$1,800, Federal tax = \$130.45 and Alberta tax = \$58.55 # Total = \$189.00.

At \$3,200, Federal tax = \$356.50 and Alberta tax = \$174.00 # Total = \$530.50.

Income tax on the vacation payout = \$530.50 # \$189.00 = \$341.50.

CPP (including the enhanced portion) is a separate statutory deduction that must also be calculated on the payout, but this question asked specifically for income tax withholding.

NEW QUESTION # 70

How many pay periods will be used to calculate insurable earnings in Block 15B on the Record of Employment if the employee is paid weekly?

- A. Last 14 pay periods (or less if period of employment is shorter)
- B. Last 13 pay periods (or less if period of employment is shorter)
- C. Last 7 pay periods (or less if period of employment is shorter)
- **D. Last 27 pay periods (or less if period of employment is shorter)**

Answer: D

Explanation:

For a paper ROE, Service Canada's ROE guidance uses a set number of most recent consecutive pay periods to support the reporting of insurable earnings. In Block 15C (insurable earnings by pay period), the paper ROE provides 27 fields, which allows reporting up to 27 weekly pay periods (or fewer if the employee worked fewer periods).

Block 15B is the total insurable earnings for the applicable number of consecutive pay periods, and for a weekly payroll this aligns with the same maximum count used on the paper ROE earnings grid-27 periods.

Practically, this means payroll totals the employee's insurable earnings for the last 27 consecutive weekly pay periods leading up to the interruption of earnings (or the full period of employment if shorter). Using the correct number of pay periods ensures Service Canada has the right earnings history to adjudicate EI benefits accurately and reduces ROE processing issues.

NEW QUESTION # 71

Steve is physically disabled and his employer pays for his parking spot. This is considered:

- A. None of the above
- B. A non-cash taxable benefit
- C. A taxable allowance
- D. A cash taxable benefit

Answer: A

Explanation:

Employer-provided parking is often a taxable benefit, generally valued at the fair market value of the parking spot. However, the CRA provides a specific exception for employees with disabilities. CRA guidance on employer-provided parking states that if your employee has a disability, the parking benefit is generally not taxable, including situations involving a severe and prolonged mobility impairment or blindness.

In Steve's case, the fact pattern explicitly says he is physically disabled and the employer pays for his parking.

Under CRA's general rule for disability-related parking, this would generally not be included in income as a taxable benefit, meaning it is not a taxable allowance and not a taxable benefit (cash or non-cash) for payroll purposes.

Payroll should still document why the parking is being treated as non-taxable (for example, disability-related need) and ensure the treatment aligns with CRA guidance if questioned. If the facts were different (non-disability parking or preferential parking provided to employees generally), the taxable benefit rules would usually apply.

NEW QUESTION # 72

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