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National Payroll Institute Payroll Fundamentals 1 Exam Sample Questions (Q74-Q79):

NEW QUESTION # 74

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 an employer becomes aware of an interruption of earnings exceeding seven calendar days
- D. When requested by Service Canada

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 # 75

An interruption of earnings occurs when there is a period of how many days with no insurable earnings?

- A. Seven business days
- **B. Seven calendar days**
- C. Five business days
- D. Five calendar days

Answer: B

Explanation:

Service Canada's ROE Guide defines an interruption of earnings under the "7-day rule." It occurs when an employee has had, or is expected to have, 7 consecutive calendar days with no work and no insurable earnings from the employer.

This is specifically calendar days, not business days. That means weekends and holidays count in the seven-day sequence. The rule commonly applies when employees quit, are laid off, or are terminated, and it helps determine when an employer must issue an ROE (subject to certain listed exceptions and special situations, such as some employees with non-standard work patterns or employees mainly paid by commission).

From a payroll operations standpoint, correctly identifying the interruption of earnings is critical because it triggers ROE deadlines and affects the employee's ability to access EI benefits without delay. So the correct answer is Seven calendar days (option D).

NEW QUESTION # 76

Phan was employed from March 1, 1992 through January 10, 2007. He was not a member of the organization's pension plan. Calculate the number of years eligible for the \$1,500.00 portion of a retiring allowance.

- **A. 0**
- B. 1
- C. 2
- D. 3

Answer: A

Explanation:

The special \$1,500 transfer eligibility connected to retiring allowances is based specifically on years (or part-years) of service before 1989 where the employee had no vested employer pension/DPSP benefits for those years. CRA explains that, in addition to the \$2,000-per-year pre-1996 rule, you can also transfer an additional

\$1,500 for each year or part-year before 1989 that meets the vesting condition.

Phan's employment began in 1992, which is after 1989. Because he has zero service before 1989, there are no years that can qualify for the \$1,500 portion—regardless of whether he belonged to a pension plan.

Therefore, the number of eligible years for the \$1,500 component is 0 (option A). Payroll must base this calculation on actual service dates, including any related-employer service if applicable, but here the start date alone makes the \$1,500 portion ineligible.

NEW QUESTION # 77

The formula for calculating net pay is:

- A. Gross earnings minus total tax
- B. Pensionable earnings minus total deductions
- C. Gross earnings minus total deductions
- D. Net taxable income minus total deductions

Answer: C

Explanation:

Net pay (often called "take-home pay") is what the employee actually receives after all withholdings and other deductions are taken from their earnings. In Canadian payroll practice, the starting point is gross earnings (regular wages plus any taxable amounts that must be included in income). From gross earnings, payroll subtracts total deductions, which include statutory deductions (such as CPP/QPP, EI, and income tax) and any authorized non-statutory deductions (for example, union dues, benefits premiums, pension contributions, or garnishments where applicable). This is why the most accurate generic formula is gross earnings # total deductions. CRA payroll guidance reflects this structure by requiring employers to calculate gross pay, determine the correct statutory deductions, and then arrive at the amount paid to the employee after those deductions are withheld and remitted.

Options C and D are incomplete or incorrect because "total tax" is only one part of deductions, and "net taxable income" is not a payroll calculation base in the way the question frames it. Option A is also incorrect because "pensionable earnings" is only relevant to CPP/QPP calculations, not the overall net pay formula.

NEW QUESTION # 78

What is piecework?

- A. A rate of pay earned per unit of production, regardless of the length of time taken
- B. A fixed amount of earnings paid to an employee per pay period, regardless of the number of hours worked or the production they accomplished
- C. Earnings which are based on the amount of time worked, usually at a rate per hour or per day
- D. All of the above

Answer: A

Explanation:

Piecework (also called piece-rate pay) is a pay method where an employee's earnings are determined by output—they are paid a set amount per unit produced or completed, rather than by hours worked or a fixed salary. This aligns directly with option C. A time-based hourly/daily wage (option A) is a different earnings method, and a fixed pay-per-period arrangement (option B) describes salary. Therefore, "all of the above" is incorrect because these are three distinct compensation structures.

In payroll calculations, piecework earnings are typically calculated as: piece rate × number of units produced in the pay period. Employers still have to ensure compliance with employment standards, such as minimum wage and overtime rules, even where piecework is used. A Canadian payroll educational reference defines piecework as payment for each unit produced "regardless of the amount of time taken."

NEW QUESTION # 79

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