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HRCI Senior Professional in Human Resources - International Sample

Questions (Q99-Q104):

NEW QUESTION # 99

What happens if an employee on leave submits a medical certification and human resources questions the validity of diagnosis and the professional's credentials?

- A. Human resources (HR) should contact the medical professional for more information about
- B. HR must make the best determination of its validity based on the information provided to
- **C. HR may require a second opinion from another healthcare provider.**
- D. HR may not contact the medical professional but should contact the employee for more

Answer: C

Explanation:

Although human resources (HR) may contact the medical professional to confirm the validity of the certification and ask clarifying questions, to protect the employee's privacy, they may not ask for more information about the condition. HR may require a second or third opinion at the employer's expense.

NEW QUESTION # 100

Which of the following acts requires workplaces to maintain an environment that is "free from recognized hazards that are causing or are likely to cause death or serious physical harm"?

- A. Sarbanes-Oxley Act
- **B. Occupational Safety and Health Act**
- C. Drug-Free Workplace Act
- D. Americans with Disabilities Act

Answer: B

Explanation:

The piece of legislation to which the quote refers is the Occupational Safety and Health Act of 1970 (OSHA). The Americans with Disabilities Act (ADA) is focused specifically on providing rights for employees with disabilities in the workplace. The Drug-Free Workplace Act is focused on the substance abuse policy for federal contractors. The Sarbanes-Oxley Act is focused on the legal obligation that organizations have to record and report financial information.

NEW QUESTION # 101

How are vacation pay policies established for organizations?

- A. Vacation pay policies are created under the guidelines of the FMLA
- B. Vacation pay policies are made by each company under ERISA guidelines.
- C. Vacation pay policies are created under regulations at the federal level.
- **D. Vacation pay policies are made by each company under state guidelines.**

Answer: D

Explanation:

Each company is responsible for establishing the vacation pay policies that will apply to their employees. However, many states regulate the language that may be used in vacation pay policies.

For example, California, Colorado, and Montana prohibit "use it or lose it" policies. The FMLA does not specify vacation pay policies, so answer choice A is incorrect. ERISA is the Employee Retirement Income Security Act of 1974, so it does not relate to vacation pay policies; therefore, answer choice C is incorrect.

NEW QUESTION # 102

Which of the following best describes what an employer can do when employees begin to unionize?

- A. Employers may threaten to replace workers who choose to unionize
- **B. Employers may explain problems with unionization to employees**
- C. Employers may contact union leaders and forbid unionization.

- D. Employers may block employees who begin the process of unionization

Answer: B

Explanation:

When an employer discovers that employees are beginning to unionize, the employer is not allowed to prevent unionization. The employer can, however, provide information to employees about the problems involved with unionization. Answer choice A is incorrect because the employer may not contact union leaders and forbid unionization. Answer choice B is incorrect because employers are not allowed to block employees who begin to unionize. Answer choice C is incorrect because employers may not threaten to replace workers who choose to unionize (although employers may replace workers during a lawful economic strike).

NEW QUESTION # 103

The Labor-Management Reporting and Disclosure Act (LMRDA) of 1959 required that national unions conduct leadership elections how often?

- A. Every 2 years
- B. Every 4 years
- C. Every 3 years
- D. Every 5 years

Answer: D

Explanation:

LMRDA required that national unions conduct leadership elections every five years. The option for three years reflects the requirement for local unions. The other answer choices do not reflect union leadership election requirements.

NEW QUESTION # 104

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