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QUESTION 1

If a union wants to organize, it typically moves through five steps to the organizing process. Which step of union organization would require the union to collect at least 30 percent of signed authorization cards from employees?

- A. Obtain recognition
- B. The campaign
- C. Make a connection
- D. Confirm interest

Correct Answer: D

QUESTION 2

If employees no longer want the union to represent them, they may petition the NLRB for which of the following?

- A. Statutory bar
- B. Decertification
- C. Deauthorization
- D. Contract bar

Correct Answer: B

QUESTION 3

Which of the following employment visas is used for DOD workers and fashion models?

- A. H-1B
- B. H-2A
- C. H-2B
- D. H-3

Correct Answer: A

QUESTION 4

During a unionizing campaign, management may do which of the following in response to union allegations?

- A. Ask employees what the union is saying about the company.



- B. Point out the consequences of unionization based on past facts.
 - C. Encourage nonunion employees to talk about the reasons they don't want the union.
 - D. Tell employees that the company will have to move the jobs to another country if the union is elected.
- Answer:

Correct Answer: B

QUESTION 5

One purpose of a diversity initiative is to do what?

- A. Increase the organization's ability to attract customers
- B. All of the above
- C. Increase workplace creativity
- D. Increase the effectiveness of the workforce

Correct Answer: D

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