

# HRCI PHRca

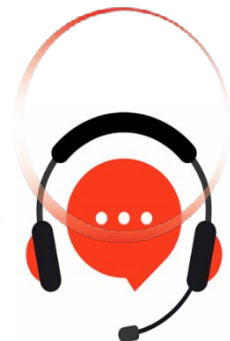
**HRCI Professional in Human Resources - California**

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# Latest Version: 6.0

## Question: 1

In California, what is the maximum duration for paid family leave benefits under the State Disability Insurance (SDI) program?

Response:

- A. 6 weeks
- B. 4 weeks
- C. 8 weeks
- D. 12 weeks

**Answer: A**

## Question: 2

What is the term used to describe the total value of employee compensation beyond their base salary?

Response:

- A. Salary benchmarking
- B. Total rewards
- C. Salary compression
- D. Salary inversion

**Answer: B**

## Question: 3

In the context of compensation, what does the term "base pay" refer to?

Response:

- A. Additional compensation provided based on performance
- B. The minimum wage required by law
- C. The fixed amount of money an employee receives for their work
- D. Overtime pay for non-exempt employees

**Answer: C**

### Question: 4

Which federal law requires employers to provide reasonable accommodations to employees with disabilities?

Response:

- A. Family and Medical Leave Act (FMLA)
- B. Occupational Safety and Health Act (OSHA)
- C. Americans with Disabilities Act (ADA)
- D. Equal Pay Act (EPA)

**Answer: C**

### Question: 5

According to the FLSA, what is the standard overtime rate for non-exempt employees who work more than 40 hours in a workweek?

Response:

- A. 1.5 times the regular rate of pay
- B. 1.25 times the regular rate of pay
- C. 2 times the regular rate of pay
- D. Overtime is not required to be paid under federal law

**Answer: A**

### Question: 6

What is the maximum duration for pregnancy disability leave under the California Pregnancy Disability Leave Law?

Response:

- A. 6 weeks
- B. 8 weeks
- C. 12 weeks
- D. 16 weeks

**Answer: D**

### Question: 7

When terminating an employee in California, which of the following statements is correct?

Response:

- A. Employers must provide written notice of termination within 48 hours.
- B. Employers must pay the final paycheck immediately upon termination.
- C. Employers are not required to provide a reason for termination.
- D. Employers must allow the employee to take personal belongings from the workplace.

**Answer: D**

### Question: 8

Which federal law requires covered employers to provide employees with reasonable break time and a private space to express breast milk?

Response:

- A. Fair Labor Standards Act (FLSA)
- B. Equal Pay Act (EPA)
- C. Pregnancy Discrimination Act (PDA)
- D. Affordable Care Act (ACA)

**Answer: D**

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