

FLSA SELF-TEST

1. A position is considered exempt for FLSA purposes when the employee is paid on a salaried basis.

True___ **False**___

2. An employer (**circle one**) **can/cannot** require its exempt employees to turn in timesheets.

3. A government employer (**circle one**) **can/cannot** require employees to use accumulated comp time before using sick or vacation leave.

4. An employer may dock the pay of an exempt employee taking three-hours of intermittent FMLA leave each week.

True___ **False**___

5. If a full-time government employee takes a second, part-time job in a different department, she does not have to be paid overtime for hours over 40..

True___ **False**___

6. Half-day disciplinary suspensions are permissible for exempt employees, but not for nonexempt employees.

True___ **False**___

7. If an exempt employee loses or destroys a department laptop, the replacement value may be deducted from the employee's next paycheck.

True___ **False**___

8. Supervisors may be held personally liable for violations of the Fair Labor Standards Act.

True___ **False**___