



# SAMPLE QUESTIONS FOR EMPLOYMENT AND DISABILITY LAWS SECTION

## MODULE 2, LESSON 2

**SUGGESTION:** quiz learners prior to reviewing laws and ask trainees to write their answers to these questions (not to be collected but rather a “Test Your Knowledge” activity). Feel free to add additional questions that you would like to target.

1. **What was significant about the Rehab Act of 1973 AND what was a limitation to the act that the ADA resolved?** *(first major Civil Rights legislation for PwD BUT it only impacted Federal Government & Entities receiving Federal Money. Hence the need for the ADA)*
2. **Does the ADA require businesses to hire people with disabilities AND make accommodations for them in their job if they have disclosed the disability?**  
*NO-- not required to hire People with disabilities, but YES they are expected to make accommodations if they have the number of employees required by state or fed govt to be covered by law.*
3. **What 3 criteria must an employment position meet to be considered: Competitive Integrated Employment or CIE?**
  - a. *Wages/Benefits are no less than what others in the same or similar roles receive.*
  - b. *Integration: Community location AND the worker with a disability interacts with customers and vendors, just as workers w/o disabilities in the same or similar job would interact with them.*
  - c. *Advancement opportunities are the same or similar to those for other workers w/o disabilities in similar positions.*
4. **True or False: The Child Labor Provisions of the Fair Labor Standards Act (FLSA) do not:**
  - a. *limit the hours or time of day a person 16 years of age or older can work AND*
  - b. *do not limit the type of occupations other than those declared to be hazardous by the Secretary of Labor.     **TRUE***
5. **List as many areas covered by the Fair Labor Standards Act (FLSA) as you can think of.**  
*Wage requirements/Min Wage, hours worked, Overtime, Rest & Meals, record-keeping, and youth employment*
6. **What does the 14C waiver allow?** *Pay someone less than min wage thru a Sub-min wage waiver.*
7. **Can states differ in their approach to Worker’s Comp requirements or is there an overarching Federal mandate?** *Yes, they can. It’s determined state by state*

8. **What is the name of the credit that businesses can get for hiring a person with a disability?**  
*Work Opportunity Tax Credit - WOTC*
9. **Does the Family and Medical Leave Act guarantee a return to the same job, for a person who is covered by the law?** *No, it guarantees a Job but does not require it to be the same job.*
10. **What is a very useful national website/resource to help when trying to identify accommodations for a person?** *Job Accommodation Network - JAN*