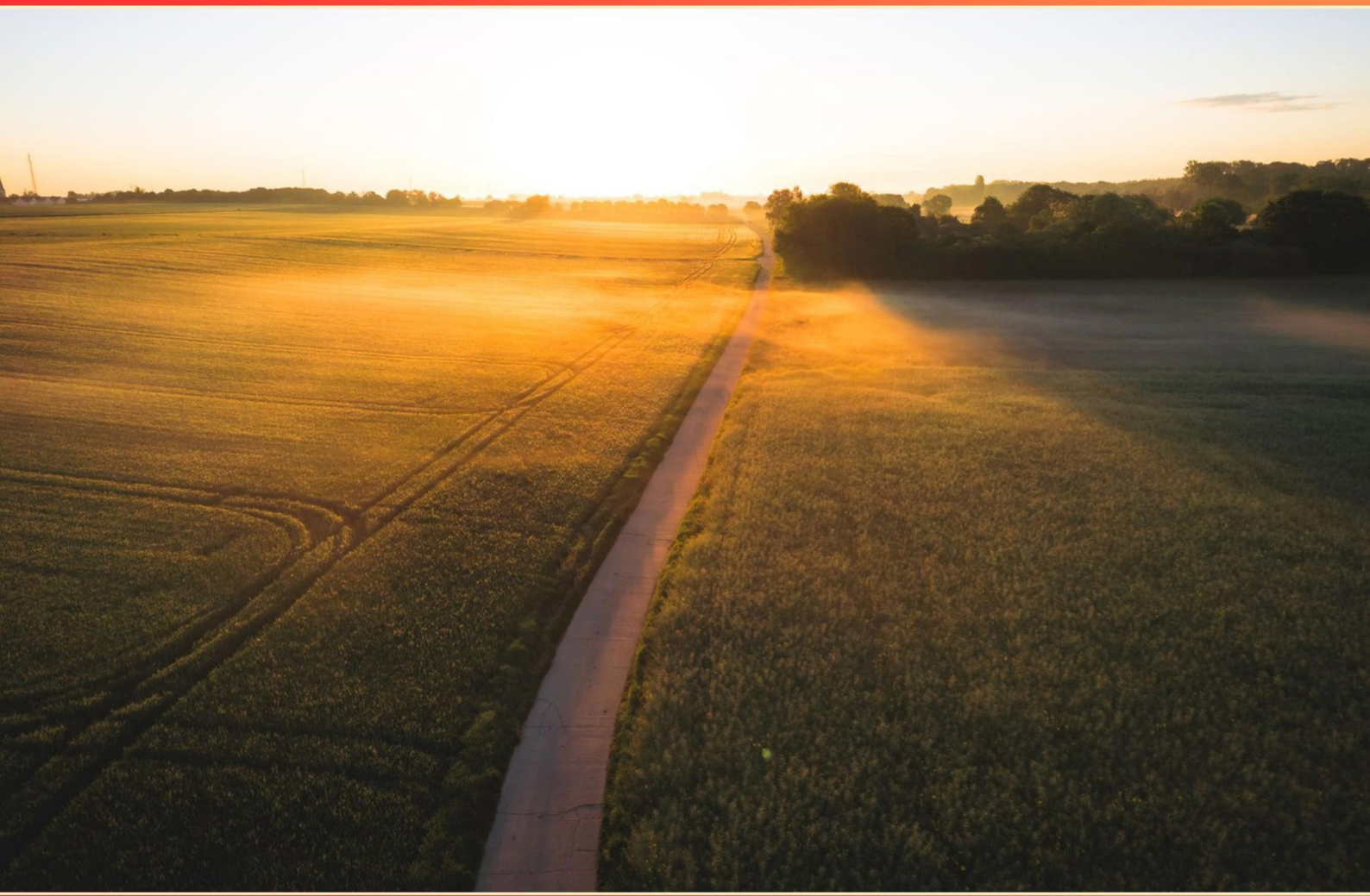
CALIFORNIA FARM LABOR PRACTICE TEST (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR THE FULL VERSION STUDY GUIDE

https://californiafarmlabor.examzify.com

Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright 1
Table of Contents 2
Introduction 3
How to Use This Guide 4
Questions 5
Answers 8
Explanations 10
Next Steps 15

SAMPLE

Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

SAMPLE

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

SAMPLE

Questions

SAMPLE

1. Which agency enforces penalties for occupational safety violations, including those related to pesticides?

A. Environmental Protection Agency

B. Department of Pesticide Regulation

C. EDD

D. Cal-OSHA

2. To whom may employees file a housing complaint?

A. Enforcement Agency

B. The Employer Directly

C. The Local Chamber of Commerce

D. No one

3. Which statement is true regarding license renewal if there was a sexual harassment conviction in the last three years?

A. Renewal is allowed

B. Renewal is not allowed

C. Renewal requires a hearing

D. Renewal is allowed only if conviction is vacated

4. If your business changes, which agency must you notify immediately?

A. Notify the DLSE immediately of any changes

B. Notify the DLSE within 30 days

C. Notify the county sheriff

D. Notify the city clerk

5. Can employees be allowed to take breaks while others are still working?

A. Yes

B. No

C. Only if supervisor approves

D. Only for breaks longer than 15 minutes

SAMPLE

6. Waste water from toilets must be drained into a tank of at least how many gallons?

A. 20 gallons

B. 40 gallons

C. 60 gallons

D. 30 gallons

7. Which statement best describes underage workers and hazardous jobs?

A. Minors under 16 may work in hazardous jobs with parental permission

B. Minors under 16 may not work in hazardous jobs

C. Minors of any age may work in hazardous jobs

D. Only minors over 18 may work in hazardous jobs

8. Are Part-Time Workers Covered by Workers' Comp?

A. Only If They Work More Than 20 Hours Per Week

B. No

C. Yes

D. Only If The Employer Chooses

9. Which of the following is a correct practice for maintaining sanitation in hand wash areas?

A. Use cloth towels that can be reused

B. Use soap and disposable towels

C. Reuse towels

D. Only rinse hands with water

10. What happens if you don't eliminate imminent or serious hazards Cal OSHA tells you to do?

A. You get fined

B. You get a promotion

C. You receive a warning letter but nothing else

D. They will ignore it

SAMPLE

Answers

SAMPLE

1. D
2. A
3. B
4. B
5. A
6. B
7. B
8. C
9. B
10. A

SAMPLE

Explanations

SAMPLE

1. Which agency enforces penalties for occupational safety violations, including those related to pesticides?

A. Environmental Protection Agency

B. Department of Pesticide Regulation

C. EDD

D. Cal-OSHA

Occupational safety protections in the workplace are enforced by Cal-OSHA. This agency creates safety and health standards for California workplaces and has the authority to inspect, cite, and levy penalties when employers don't protect workers from hazards, including those related to pesticides such as exposure, improper handling, or unsafe application. The EPA handles environmental regulation and federal pesticide rules, not day-to-day workplace safety penalties. The Department of Pesticide Regulation focuses on pesticide registration and field-use compliance. The Employment Development Department deals with employment taxes and unemployment benefits, not safety enforcement.

2. To whom may employees file a housing complaint?

A. Enforcement Agency

B. The Employer Directly

C. The Local Chamber of Commerce

D. No one

Problems with farm worker housing are handled by the enforcement agency that oversees housing standards for workers. This agency has the authority to receive complaints, investigate alleged violations, and require steps to fix unsafe or illegal conditions, plus impose penalties if needed. Filing with the employer isn't appropriate because it can lack impartiality and protection, and the local chamber of commerce has no formal enforcement role for housing standards. There is indeed a formal channel for addressing these issues, so "no one" isn't correct. If conditions are immediately dangerous, you can also contact local health or housing authorities alongside the enforcement agency.

3. Which statement is true regarding license renewal if there was a sexual harassment conviction in the last three years?

A. Renewal is allowed

B. Renewal is not allowed

C. Renewal requires a hearing

D. Renewal is allowed only if conviction is vacated

When considering license renewals, recent serious misconduct like sexual harassment is treated as a disqualifying factor. If there has been such a conviction within the last three years, the licensing authority will deny renewal to protect workers and maintain safe workplace standards. This rule isn't about holding a hearing or about vacating the conviction; it's a straightforward denial based on the recent misconduct.

SAMPLE

4. If your business changes, which agency must you notify immediately?

A. Notify the DLSE immediately of any changes

B. Notify the DLSE within 30 days

C. Notify the county sheriff

D. Notify the city clerk

When a California employer has a change in the business, the agency that must be notified within a set timeframe is the Division of Labor Standards Enforcement (DLSE). The requirement is to inform the DLSE within 30 days of the change. This ensures that wage-and-hour records, payroll, and enforcement actions reflect the current business situation, helping to protect workers' rights and keep compliance up to date. Notify the DLSE within 30 days is the right approach because the DLSE handles wage, hour, and related labor standards issues, not immediate or emergency notices, and not routine notifications to the county sheriff or city clerk. Updates to names, addresses, ownership, or officers are administrative changes that the DLSE needs to have on file within that 30-day window.

5. Can employees be allowed to take breaks while others are still working?

A. Yes

B. No

C. Only if supervisor approves

D. Only for breaks longer than 15 minutes

Some workers can take their mandated breaks while others keep working because break rights are tied to the individual employee, not to the entire crew. In California agriculture, workers are entitled to short rest breaks during the workday and a meal break after a certain amount of work. These breaks are provided to each employee, and to keep production moving, you can stagger them so that one person rests while others continue working. The important point is that every worker gets the required break, but there's no rule that everyone must stop at the same time. Rest breaks are typically taken as short, paid breaks (about 10 minutes for every four hours worked or major fraction thereof), and a meal break (usually around 30 minutes) after five hours of work. This means it's normal for some employees to be on break while others are on the job, as long as the break requirements are satisfied for everyone. The other options aren't correct because breaks aren't limited to unanimous pauses by the whole crew, nor do they require supervisor approval to occur, and rest breaks aren't defined as longer than standard break lengths.

6. Waste water from toilets must be drained into a tank of at least how many gallons?

A. 20 gallons

B. 40 gallons

C. 60 gallons

D. 30 gallons

Wastewater from toilets must be stored in a holding tank large enough to hold the waste between pump-outs and prevent spills or contamination. A tank capacity of forty gallons provides a reasonable space to collect what's produced between service visits, while still allowing for solids to settle and the system to be pumped regularly. If the tank were smaller, waste could back up or overflow before it's pumped out, creating sanitation and environmental risks; larger tanks are acceptable but not necessary to meet the minimum requirement. In real setups, the exact size can depend on how many toilets are connected and how many people use them, but the minimum standard reflected here is forty gallons.

SAMPLE

7. Which statement best describes underage workers and hazardous jobs?

A. Minors under 16 may work in hazardous jobs with parental permission

B. Minors under 16 may not work in hazardous jobs

C. Minors of any age may work in hazardous jobs

D. Only minors over 18 may work in hazardous jobs

Age-based limits protect young workers from hazardous farm tasks. The safety rules are there to shield developing bodies from dangerous activities, so people younger than 16 aren't allowed to take on those hazardous jobs, even with a parent's okay. The idea is that protection cannot be overridden by permission, and the concept applies to the most dangerous tasks overall, not just those over 18. That's why the statement about under-16 workers not performing hazardous work is the correct one.

8. Are Part-Time Workers Covered by Workers' Comp?

A. Only If They Work More Than 20 Hours Per Week

B. No

C. Yes

D. Only If The Employer Chooses

Part-time workers are covered by workers' compensation in California just like full-time employees. The insurance isn't based on how many hours you work; it depends on having an employer–employee relationship and the work being part of the employer's business. So a part-time farm worker who is an employee would be covered for medical treatment and wage replacement if injured on the job. The only times coverage wouldn't apply are when the worker isn't actually an employee (for example, an independent contractor) or if the injury happens outside the scope of employment. The ideas that coverage requires more than a certain number of hours, or that it's optional for the employer, don't fit how California law works.

9. Which of the following is a correct practice for maintaining sanitation in hand wash areas?

A. Use cloth towels that can be reused

B. Use soap and disposable towels

C. Reuse towels

D. Only rinse hands with water

Clean hands come from both washing action and proper drying. Soap helps lift and remove dirt and microbes when you rub your hands, and drying with disposable towels prevents recontamination because reusable cloth towels can harbor germs and transfer them back to hands or surfaces. Rinsing with water alone doesn't remove oils and microbes effectively, so it isn't sufficient for sanitation. Reusing towels or using cloth towels that aren't properly laundered also increases the chance of spreading germs. For good sanitation, use soap and disposable towels.

SAMPLE

10. What happens if you don't eliminate imminent or serious hazards Cal OSHA tells you to do?

A. You get fined

B. You get a promotion

C. You receive a warning letter but nothing else

D. They will ignore it

When Cal/OSHA directs you to eliminate an imminent or serious hazard, you must fix it promptly. If you don't comply, enforcement usually includes a citation with a monetary penalty. The amount and type of penalty depend on how serious the hazard is and the nature of the violation (for example, whether it's willful or a repeat). A promotion or being ignored aren't the outcomes of failing to abate, and a mere warning letter without penalties isn't the typical consequence for not eliminating a hazard. The key idea is that failing to abate mandated hazards leads to fines and required corrective action.

SAMPLE

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

https://californiafarmlabor.examzify.com

We wish you the very best on your exam journey. You've got this!

SAMPLE