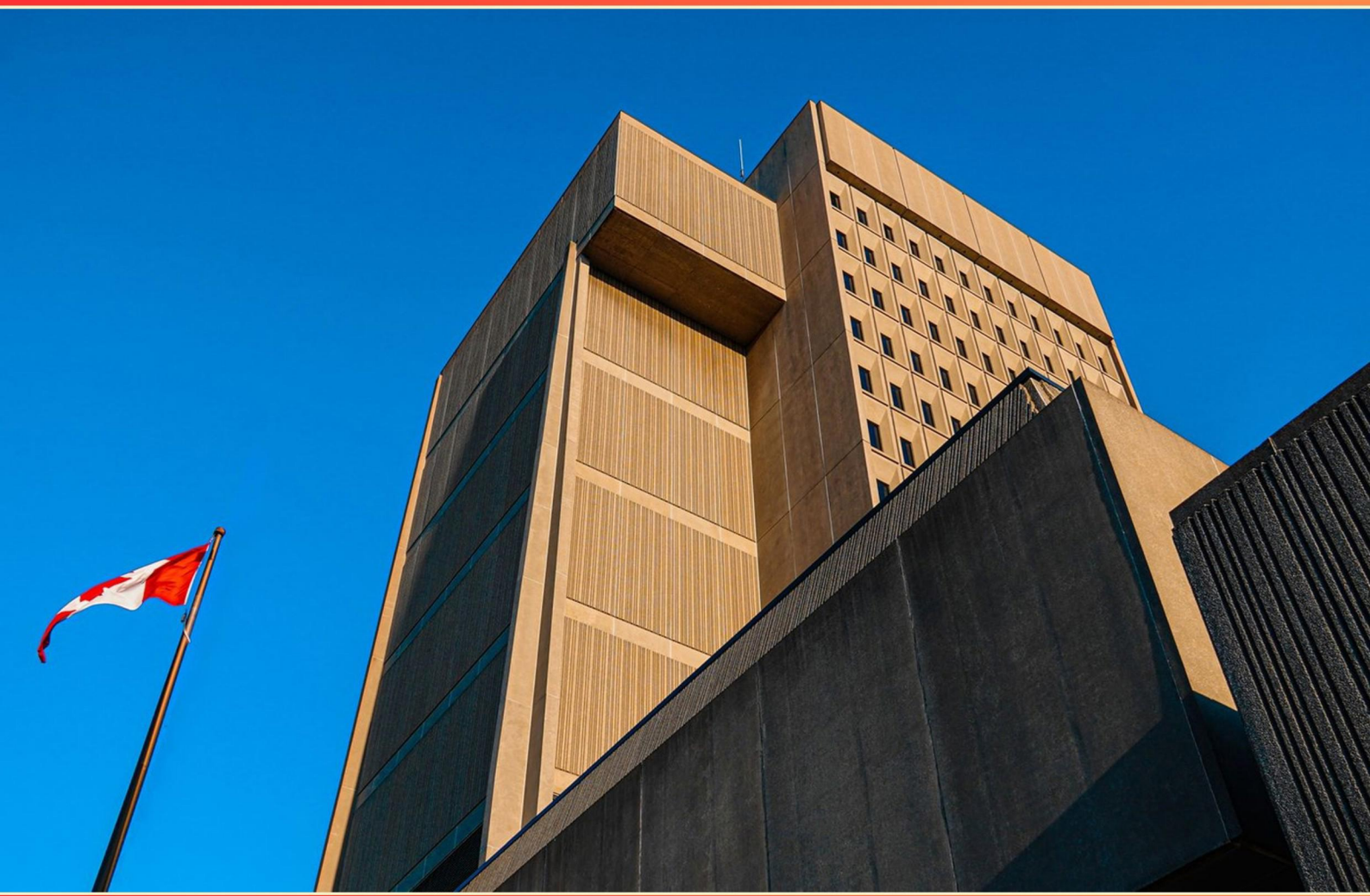
WESTERN GOVERNORS UNIVERSITY (WGU) HRM3110 D352 EMPLOYMENT AND LABOR LAW PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR THE FULL VERSION STUDY GUIDE

https://wgu-hrm3110-d352.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 16

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. How does the LMRDA enhance union accountability?

A. By requiring union elections to be held annually

B. By mandating financial reporting and governance standards

C. By allowing unions to self-regulate

D. By limiting the number of union members

2. Which of the following is a key right established by "right-to-strike" laws?

A. The right to strike only for pay raises

B. The right to collectively protest against working conditions

C. The right to be reinstated to a job after striking

D. The right to strike without any legal consequences

3. Which act specifically addresses employment discrimination against older individuals?

A. The Age Discrimination in Employment Act (ADEA)

B. The Equal Employment Opportunity Act

C. The Fair Labor Standards Act

D. The Workforce Innovation and Opportunity Act

4. When faced with employee safety concerns about equipment, which action should HR prioritize?

A. Assure employees there is no risk involved

B. Conduct a thorough safety audit of the equipment

C. Implement new penalties for employees

D. Delay any action until a complaint is filed

5. What policy should the HR manager create to address discriminatory hiring practices?

A. Revise existing job descriptions

B. Implement a hiring and pay policy that is based on qualifications

C. Establish a mentorship program for underrepresented groups

D. Increase outreach to high schools

SAMPLE

6. What is a shop steward primarily responsible for?

A. Managing financial aspects of the union

B. Handling grievances between workers and management

C. Leading the entire union

D. Creating labor policies

7. What best explains why a setback policy impacts employee training and development?

A. It shifts attention away from employee needs

B. It increases costs associated with turnover

C. It fosters a culture of distrust

D. It motivates employees to perform better

8. How should a police chief address racial profiling linked to a city ordinance?

A. Ignore the complaints until further evidence is provided

B. Work with the city to determine impact on urban zones

C. Increase police presence in the neighborhoods

D. Terminate officers suspected of profiling

9. What is the main purpose of the Equal Employment Opportunity Commission (EEOC)?

A. To conduct job training programs for unemployed workers

B. To enforce federal laws against workplace discrimination

C. To oversee the labor contracts in federally funded jobs

D. To manage unemployment insurance programs

10. What is the primary federal law governing labor relations in the United States?

A. The Fair Labor Standards Act

B. The National Labor Relations Act

C. The Family and Medical Leave Act

D. The Taft-Hartley Act

SAMPLE

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. How does the LMRDA enhance union accountability?

A. By requiring union elections to be held annually

B. By mandating financial reporting and governance standards

C. By allowing unions to self-regulate

D. By limiting the number of union members

The Labor-Management Reporting and Disclosure Act (LMRDA) significantly enhances union accountability by mandating financial reporting and governance standards. This legislation was enacted to protect the rights of union members and ensure that labor organizations operate in a manner that is transparent and accountable to their membership. Under the LMRDA, unions are required to file detailed financial reports with the Department of Labor, which includes information about their income, expenses, and the compensation of union officials. This requirement enables union members and the public to scrutinize a union's financial activities and hold its leaders accountable for their management of union resources. Additionally, the LMRDA establishes governance standards that promote democratic practices within unions, ensuring that members have a voice in the decision-making processes affecting their union. This combination of financial reporting and governance requirements fosters a culture of transparency and integrity within labor organizations, effectively enhancing their accountability to the members they represent.

2. Which of the following is a key right established by "right-to-strike" laws?

A. The right to strike only for pay raises

B. The right to collectively protest against working conditions

C. The right to be reinstated to a job after striking

D. The right to strike without any legal consequences

The correct answer emphasizes the importance of collective action in the workplace. The right to collectively protest against working conditions is a fundamental element of labor rights, allowing workers to unite in their efforts to improve their work environment and advocate for safer, fairer conditions. This collective action is crucial for negotiating terms that affect employees' daily lives, as it showcases the unified voice of the workforce. In labor law, the right to strike is often protected to enable employees to advocate for their collective interests, which may include addressing grievances related to poor working conditions, unfair treatment, or other significant workplace issues. The ability to organize and protest collectively strengthens workers' negotiating power and fosters an environment where employers are more likely to engage in discussions around such critical matters. While the right to be reinstated to a job after striking and the right to strike without legal consequences are also significant, they are more focused on the aftermath of a strike rather than the right to initiate one based on collective issues. The specific nature of collective protest underscores the collaborative aspect of labor rights, making it a key principle in the framework of right-to-strike laws.

SAMPLE

3. Which act specifically addresses employment discrimination against older individuals?

A. The Age Discrimination in Employment Act (ADEA)

B. The Equal Employment Opportunity Act

C. The Fair Labor Standards Act

D. The Workforce Innovation and Opportunity Act

The Age Discrimination in Employment Act (ADEA) is the legislation that specifically focuses on employment discrimination against individuals aged 40 and older. Enacted in 1967, the ADEA prohibits workplace discrimination on the basis of age in hiring, promotions, wages, and termination decisions. This act was designed to protect older workers from age-based bias and to promote equality in the workforce, ensuring that age is not a barrier to employment opportunities. The significance of the ADEA lies in its role in fostering a more inclusive work environment where older employees can contribute their experience and skills without fear of discrimination simply due to their age. It underscores the commitment to equal opportunity in employment, reflecting a broader understanding of discrimination issues in the workplace. In contrast, the other acts mentioned, while important in their own rights, do not specifically target age discrimination. The Equal Employment Opportunity Act deals with broader discrimination issues across various categories, the Fair Labor Standards Act is focused on wage and hour regulations, and the Workforce Innovation and Opportunity Act aims to enhance employment opportunities, but none specifically address discrimination based on age as the ADEA does.

4. When faced with employee safety concerns about equipment, which action should HR prioritize?

A. Assure employees there is no risk involved

B. Conduct a thorough safety audit of the equipment

C. Implement new penalties for employees

D. Delay any action until a complaint is filed

In situations where employees raise safety concerns about equipment, prioritizing a thorough safety audit of the equipment is crucial. Conducting a safety audit allows HR to systematically assess the potential hazards associated with the equipment and identify any existing deficiencies that could pose risks to employee safety. This proactive approach not only helps in addressing current concerns but also demonstrates a commitment to maintaining a safe work environment. By prioritizing safety audits, HR can ensure compliance with safety regulations and industry standards, ultimately protecting the well-being of employees. Additionally, it helps in fostering a culture of safety within the organization, where employees feel heard and valued when their concerns are taken seriously, leading to improved morale and trust in the management. Implementing measures based on the findings of a safety audit can lead to immediate resolution of issues, therefore promoting not just compliance but also enhancing overall workplace safety.

SAMPLE

5. What policy should the HR manager create to address discriminatory hiring practices?

A. Revise existing job descriptions

B. Implement a hiring and pay policy that is based on qualifications

C. Establish a mentorship program for underrepresented groups

D. Increase outreach to high schools

Implementing a hiring and pay policy that is based on qualifications is a fundamental step in addressing discriminatory hiring practices. This approach ensures that all candidates are evaluated based on their skills, experience, and professional competencies rather than factors such as race, gender, age, or other characteristics that may lead to bias. A qualifications-based policy promotes a meritocratic hiring process, where the best candidates are identified and selected for the job based solely on their ability to fulfill the role's requirements. It serves to standardize hiring practices across the organization, reducing the risk of subjective decision-making that can inadvertently favor one group over another. Additionally, a clear policy that emphasizes qualifications can help the organization defend its hiring decisions if challenged, demonstrating a commitment to fairness and equity in employment practices. While revising existing job descriptions can help clarify role requirements and expectations, it does not directly address the systemic issues of bias in the hiring process. Establishing a mentorship program for underrepresented groups can support career development, but it does not fix the immediate hiring practices. Increasing outreach to high schools might enhance the talent pool and diversity in applications but does not directly ensure that the hiring process being used is equitable. Therefore, focusing on a qualifications-based hiring and pay policy directly confronts the challenge of

6. What is a shop steward primarily responsible for?

A. Managing financial aspects of the union

B. Handling grievances between workers and management

C. Leading the entire union

D. Creating labor policies

A shop steward plays a crucial role in representing the interests of union members within the workplace. Their primary responsibility is to act as a liaison between workers and management, particularly in the context of handling grievances. This involves addressing any issues or disputes that arise, ensuring that workers' rights are upheld according to the collective bargaining agreement, and providing support to union members facing disciplinary actions or other employment-related concerns. The role of a shop steward also includes educating union members about their rights and responsibilities, organizing involvement in workplace initiatives, and facilitating communication about union goals and actions. This position is vital in maintaining a constructive relationship between employees and employers, advocating for fair treatment, and fostering a supportive work environment. While managing financial aspects, leading the entire union, and creating labor policies are important functions within a union, they fall outside the scope of the shop steward's primary responsibilities. These tasks are typically handled by union officers or boards, ensuring that the shop steward can focus on the day-to-day issues that affect workers directly.

SAMPLE

7. What best explains why a setback policy impacts employee training and development?

A. It shifts attention away from employee needs

B. It increases costs associated with turnover

C. It fosters a culture of distrust

D. It motivates employees to perform better

The choice indicating that a setback policy fosters a culture of distrust is particularly relevant when considering its impact on employee training and development. A setback policy typically refers to a strategy where employees face penalties or setbacks for underperformance or failures. When such policies are in place, employees may become apprehensive about trying new methods or enhancing their skills due to fear of negative repercussions. This apprehension can lead to a lack of openness and willingness to engage in training and development opportunities, as employees might feel that any mistakes will be harshly judged or could potentially harm their career advancement. As a result, the training environment becomes less supportive, which can stifle learning, innovation, and personal development. In essence, when employees view their workplace as punitive rather than supportive, they are less likely to take risks that are often essential for professional growth. This culture of distrust can ultimately hinder the overall effectiveness of training programs, as employees might not fully participate or may lack the initiative to apply what they learn. Thus, the impact of a setback policy on employee training and development can be profound, reinforcing an atmosphere that discourages growth and collaboration.

8. How should a police chief address racial profiling linked to a city ordinance?

A. Ignore the complaints until further evidence is provided

B. Work with the city to determine impact on urban zones

C. Increase police presence in the neighborhoods

D. Terminate officers suspected of profiling

Working with the city to determine the impact of a city ordinance on urban zones is a proactive approach that addresses the complex issue of racial profiling effectively. This option recognizes the necessity of engaging different stakeholders and gathering comprehensive data to understand how certain regulations may affect various communities. By collaborating with city officials and community leaders, the police chief can facilitate discussions that take into account the perspectives of residents who may be disproportionately affected by policing practices. This method not only fosters transparency and trust within the community but also allows for the examination of any unintended consequences of the city ordinance, ensuring that policing strategies are fair and just. Such collaboration may lead to the development of policies or training programs that can mitigate instances of racial profiling and encourage more equitable law enforcement practices. Addressing the root causes of racial profiling through informed dialogue supports the creation of a more positive relationship between law enforcement and the community.

SAMPLE

9. What is the main purpose of the Equal Employment Opportunity Commission (EEOC)?

A. To conduct job training programs for unemployed workers

B. To enforce federal laws against workplace discrimination

C. To oversee the labor contracts in federally funded jobs

D. To manage unemployment insurance programs

The main purpose of the Equal Employment Opportunity Commission (EEOC) is to enforce federal laws that prohibit workplace discrimination. This includes ensuring that individuals are treated fairly in hiring, promotions, job assignments, and other employment-related decisions regardless of their race, color, religion, sex, national origin, age, disability, or genetic information. The EEOC investigates complaints of discrimination, mediates disputes, and may file lawsuits against employers when necessary to uphold the law. This role is crucial in promoting a work environment where diversity is valued and discrimination is actively addressed. By focusing on enforcement of anti-discrimination laws, the EEOC plays a significant part in protecting the rights of employees and creating equitable workplace policies. The other options, while they pertain to aspects of workforce-related programs, do not capture the primary function of the EEOC. The organization does not conduct job training programs, manage unemployment insurance, or oversee labor contracts. Its specific focus is on ensuring compliance with laws that protect against discrimination in employment settings.

10. What is the primary federal law governing labor relations in the United States?

A. The Fair Labor Standards Act

B. The National Labor Relations Act

C. The Family and Medical Leave Act

D. The Taft-Hartley Act

The National Labor Relations Act (NLRA) is the primary federal law governing labor relations in the United States. Enacted in 1935, the NLRA established the rights of employees to organize, engage in collective bargaining, and participate in concerted activities for their mutual aid and protection. It also created the National Labor Relations Board (NLRB), which enforces the provisions of the Act and oversees disputes between labor unions and employers. The significance of the NLRA lies in its role in promoting fair labor practices and maintaining the balance of power between employers and employees. The NLRA provides workers with the legal framework to form unions, negotiate with employers over wages, working conditions, and other employment terms, ultimately contributing to improved labor conditions. Other laws mentioned, such as the Fair Labor Standards Act, focus primarily on wage and hour standards, while the Family and Medical Leave Act addresses employee leave, and the Taft-Hartley Act amends the NLRA by placing restrictions on union activities. However, none serve as the foundational legislation specifically governing labor relations as comprehensively as the NLRA does.

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://wgu-hrm3110-d352.examzify.com

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

SAMPLE