



Is Mandatory Overtime Legal? - Quiz

To view the article that this quiz is based on, please go to: <https://constitutionus.com/law/is-mandatory-overtime-legal/>

Q1. Is it legal for employers in the United States to require employees to work overtime?

- A. No, it is never legal
- B. Yes, but only if the employee agrees
- C. Yes, it is mostly legal
- D. Only for certain industries

Q2. What must an employer do if they require an employee to work overtime?

- A. Pay the employee overtime wages
- B. Get written permission from the employee
- C. Provide additional vacation days
- D. Reduce the employee's workload the following week

Q3. What is the overtime pay rate in the United States for hours worked beyond 40 in a week?

- A. Double the usual wages
- B. The same as regular pay
- C. One and a half times the usual wages
- D. Two and a half times the usual wages

Q4. Can an employer fire an employee for refusing to work overtime?

- A. No, it is illegal
- B. Yes, but only if the employee is underperforming
- C. Yes, they can
- D. Only if the employee is not full-time

Q5. What might happen to unemployment benefits if an employee is fired for refusing to work overtime?

- A. They will definitely lose them
- B. They might lose them
- C. They will receive increased benefits
- D. Nothing, benefits are unaffected

Q6. Under the FLSA, is mandatory overtime considered an unsafe working condition?

- A. Yes, always
- B. No, it is not considered unsafe
- C. Only if the employee is injured
- D. Only in certain states

Q7. What is one action an employee can take if they cannot work overtime due to health or obligations?

- A. Quit immediately
- B. Talk to their boss
- C. Ignore the overtime request
- D. File a lawsuit

Q8. Which of the following is NOT a protected category under employment discrimination laws?

- A. Race
- B. Gender
- C. National origin
- D. Height

Q9. When did overtime laws originate in the United States?

- A. During the Great Depression in the 1930s
- B. During World War II in the 1940s
- C. During the Civil Rights Movement in the 1960s
- D. During the Industrial Revolution in the 1800s

Q10. Are all workers eligible for overtime pay under federal law?

- A. Yes, all workers are eligible
- B. No, it depends on salary and job role
- C. Only full-time workers
- D. Only workers in certain industries

Answer Key

1. Q1: C
2. Q2: A
3. Q3: C
4. Q4: C
5. Q5: B
6. Q6: B
7. Q7: B
8. Q8: D
9. Q9: A
10. Q10: B