



# WORKERS' RIGHTS QUIZ



1. Although the 13th Amendment to the U.S. Constitution prohibits "slavery or involuntary servitude," forced labor persists. About how many workers at any given time are victims of forced labor in the U.S.?
  - A. 500 - 1,000
  - B. 1,000 - 2,500
  - C. 5,000 - 10,000
  - D. 10,000 - 50,000
2. True or False: The United States is the only major industrial power that still adheres to "at will" employment, giving employers the ability to fire workers at any time for almost any cause.
  - A. True
  - B. False
3. Discrimination on the basis of race, religion, national origin, gender, age, and disability is prohibited in the workplace. How much does a full-time working woman make compared to a full-time working man?
  - A. Equal Pay
  - B. 91.3 cents per dollar
  - C. 86.5 cents per dollar
  - D. 77.8 cents per dollar
  - E. 71.3 cents per dollar
4. Which of the following can employers legally do to prevent union organizing?
  - A. Hold mandatory meetings against unionizing for all employees
  - B. Spend years appealing a vote to form a union
  - C. Permanently replace striking workers.
  - D. None of the above
  - E. All of the above
5. The International Labor Organization has eight core conventions addressing forced labor, freedom of association and collective bargaining, equal pay, and child labor. How many of these has the United States Ratified?
  - A. Eight
  - B. Six
  - C. Four
  - D. Two
6. True or False: A person working 40 hours a week earning minimum wage will be able to adequately support a family of three.
  - A. True
  - B. False
7. How many full-time, year-round workers live in poverty?
  - A. None
  - B. 1 million
  - C. 3 million
  - D. 5 million
8. True or False: The United States is the only advanced economy in the world not to guarantee a single day of paid vacation, paid holidays, or paid sick leave.
  - A. True
  - B. False
9. About how many children work on farms in the United States?
  - A. 200,000
  - B. 400,000
  - C. 600,000
  - D. 800,000
  - E. 1,000,000
10. Workers face great obstacles in the form of poorly enforced laws. What percentage of nursing homes are found to be routinely in violation of overtime, minimum wage, and child labor laws?
  - A. 34%
  - B. 47%
  - C. 55%
  - D. 60%
11. Which of these is a right ALL workers are entitled to?
  - A. Protection against unemployment
  - B. Rest and leisure
  - C. Non-discrimination
  - D. Freedom from forced labor
  - E. All of the above



# WORKERS' RIGHTS QUIZ ANSWERS



1. **D. 10,000 - 50,000.** It is estimated that, at any given time, between 10,000 and 50,000 workers in the U.S. are victims of forced labor.<sup>1</sup> Forced labor is most common in the sex industry, domestic service, agriculture, and sweat-shops. Many victims are too afraid of retaliation to report the crime or to seek help.
2. **A. True.** Although employees cannot be fired for refusing to commit a crime, reporting a crime, or performing a public duty, the burden of proof falls on the employee to demonstrate that the termination was illegal.<sup>2</sup>
3. **D. 77.8 cents per dollar.**<sup>3</sup> Although the Equal Pay Act of 1963 requires that men and women be given equal pay for equal work, full-time women workers earn 77.8 cents for every dollar earned by men.
4. **E. All of the above.** A union is not allowed to campaign during working hours while employers may hold mandatory meetings during which they can discourage workers from organizing. Even after workers vote to form a union, employers can appeal the election results for years. The right to strike is undermined by provisions that allow employers to permanently replace striking workers, deterring workers from exercising this right and encouraging employers to demand unreasonable concessions in contract negotiations.<sup>4</sup>
5. **D. Two.** In addition to its failure to ratify six of the eight core ILO conventions, including those addressing forced labor, freedom of association and collective bargaining, equal pay, and child labor, the U.S. has yet to ratify the International Covenant on Economic, Social and Cultural Rights.<sup>5</sup>
6. **B. False.** The current federal minimum wage is \$7.25 an hour. A person working 40 hours a week for a full year would earn only \$15,080, a poverty-level wage for a family of three.<sup>6</sup>
7. **C. 3 Million.** As a result of an inadequate minimum wage and poorly enforced laws, almost three million full-time, year-round workers live in poverty.<sup>7</sup>
8. **A. True.** The U.S. is alone among advanced economies in not guaranteeing paid vacation, holiday or sick leave to workers. Instead, the Family and Medical Leave Act (FMLA) grants up to 12 weeks of unpaid sick leave to some workers in the case of a serious illness or for the birth or adoption of a child.<sup>8</sup>
9. **D. 800,000.** Despite the fact that agricultural labor is the most dangerous and strenuous sector in which children can work, the Fair Labor Standards Act allows children to be employed in this sector at a younger age, for longer hours, with no overtime pay, and in more dangerous conditions than in other professions.<sup>9</sup>
10. **D. 60%.** The Department of Labor has found that 60% of nursing homes, 54% of contractors in the Los Angeles garment industry, and over half of New York City restaurants routinely violate overtime, minimum wage, and child labor laws.<sup>10</sup>
11. **E. All of the above.** Workers are entitled to these rights,<sup>11,12,13,14</sup> as well as freedom of association<sup>15</sup>, a decent living<sup>16</sup>, safe and healthy working conditions,<sup>17</sup> and the abolition of child labor.<sup>18</sup>

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