

# FMLA Practice Test Questions and Answers

## 1. What does FMLA stand for?

- A) Federal Medical Leave Arrangement
- B) Family and Medical Leave Act
- C) Family and Marriage Leave Amendment
- D) Federal Medical Labor Act

## 2. Does FMLA protect an employee's job?

- A) No, the position is not guaranteed
- B) Yes, with job protection
- C) Only if requested in writing
- D) Only for federal workers

## 3. Does FMLA supersede state leave laws?

- A) Yes, FMLA always overrides
- B) Only in federal jobs
- C) No, the law with better benefits applies
- D) Only during paid leave

## 4. Which employers must comply with FMLA?

- A) All employers regardless of size
- B) Only federal government agencies
- C) Employers with 50+ employees in a 75-mile radius
- D) Only small businesses

**Answers: 1-B 2-B 3-C 4-C**

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