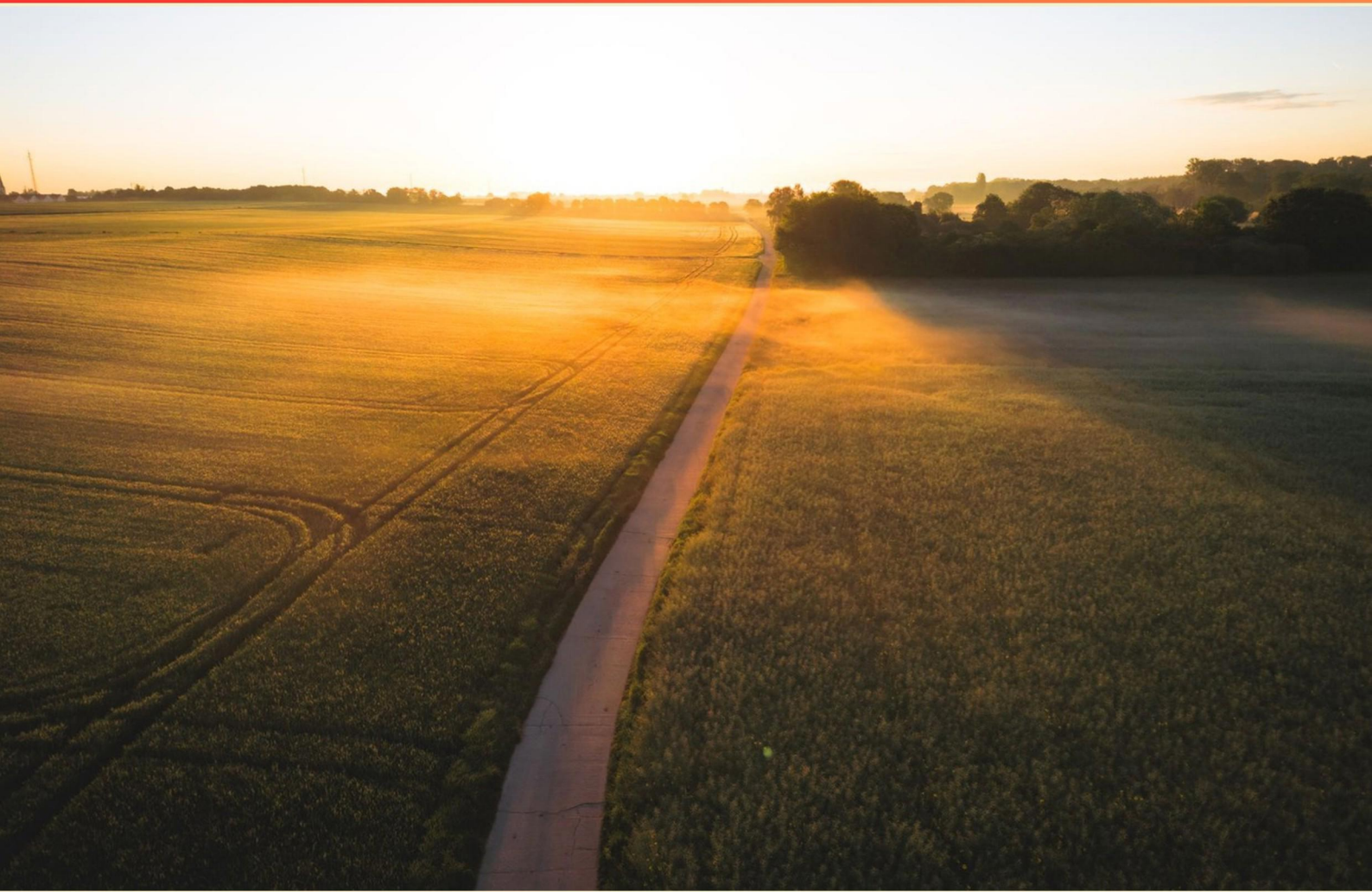


CALIFORNIA FARM LABOR PRACTICE TEST (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

VISIT US ONLINE FOR
THE FULL VERSION STUDY GUIDE

<https://californiafarmlabor.examzify.com>



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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.

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!

Questions

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- 1. After how many hours should a worker get a rest period?**
 - A. Every 2 hours
 - B. Every 4 hours
 - C. Every 6 hours
 - D. After 8 hours
- 2. Which poster must be posted in the workplace?**
 - A. Cal/OSHA 300A poster
 - B. Safety and Health
 - C. Employee Orientation Poster
 - D. Hazard Communication Poster
- 3. What should you tell your workers before you hire them?**
 - A. Length of employment, Commission of sales, Housing
 - B. Location, Pay rate, Type of crop, Work duties, Length of employment, Commission of sales, Transportation, Housing, Other benefits
 - C. Transportation
 - D. Housing
- 4. Does piece rate have to be equal to minimum wage?**
 - A. No
 - B. Yes
 - C. Only if hours exceed 8
 - D. Only with overtime
- 5. Do supervisors need to notify employees before entering an area with potential high voltage exposure?**
 - A. Yes
 - B. No
 - C. Only if there is time
 - D. Only with permission

- 6. Time records must include which elements?**
- A. Date started and ended; meal periods; total hours per day; total hours per pay period
 - B. Date started and ended; lunch preferences; hours per week
 - C. Date of birth; meal periods; total hours per day; tips received
 - D. Date started and ended; overtime hours; weekly salary
- 7. What happens if you take employees to a job site where there is no work?**
- A. You must pay them the time you spent traveling to the jobsite and back
 - B. You may cancel without pay
 - C. You must pay only for actual work performed
 - D. You may assign to another site without pay
- 8. Are employers allowed to deduct workers' compensation costs from employee wages?**
- A. No
 - B. Yes, with consent
 - C. Only for certain workers
 - D. Only if overtime
- 9. If a worker is paid by piece rate, what is the minimum percentage of the minimum wage that must be paid during the first 160 hours?**
- A. 80%
 - B. 85%
 - C. 75%
 - D. 90%
- 10. What is the minimum ratio of employees who must be trained in emergency first aid?**
- A. 1 in 10
 - B. 1 in 5
 - C. 1 in 25
 - D. 1 in 20

Answers

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

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Explanations

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1. After how many hours should a worker get a rest period?

- A. Every 2 hours
- B. Every 4 hours**
- C. Every 6 hours
- D. After 8 hours

Rest breaks in California farm work are required on a cadence of every four hours of work (or a major fraction thereof). That means you should be given a 10-minute paid break roughly after four hours on the job, and then again after eight hours if you continue working. This cadence ensures workers aren't going for long stretches without a break, while not imposing breaks more frequently than the law requires. If a shift ends before hitting the next four-hour mark, no additional rest break is mandated for that period. Keeping the breaks roughly every four hours aligns with the rule.

2. Which poster must be posted in the workplace?

- A. Cal/OSHA 300A poster**
- B. Safety and Health
- C. Employee Orientation Poster
- D. Hazard Communication Poster

The key idea is that a specific annual summary poster is required in almost every workplace. The Cal/OSHA 300A poster is the one you must display because it is the annual summary of work-related injuries and illnesses for the prior year. It provides a high-level snapshot of what happened, not the detailed records, and it must be posted in a conspicuous place where employees can see it. In California, this poster is required to be displayed from February 1 through April 30 each year, and it should remain posted for the full window even if there were zero injuries, in which case the zeros are shown. Other posters may be needed in certain situations (such as chemical hazard notices or general safety rights), but they are not universally required in the same way as the 300A poster.

3. What should you tell your workers before you hire them?

- A. Length of employment, Commission of sales, Housing
- B. Location, Pay rate, Type of crop, Work duties, Length of employment, Commission of sales, Transportation, Housing, Other benefits**
- C. Transportation
- D. Housing

Before hiring, you should clearly disclose all essential terms of the job. Share where the work will be, how much you'll pay and at what rate, the type of crop, the specific duties the worker will perform, how long the job will last, whether there is a commission structure, and details about transportation, housing, and other benefits. Providing this information upfront helps workers understand exactly what the job entails and makes sure you're being transparent about the terms of employment. If you only mention one or two items, or omit key terms like wage, duties, or housing, important information is left out and misunderstandings or compliance issues can arise. The full set of disclosures ensures workers have a complete picture of the job before they agree to hire.

4. Does piece rate have to be equal to minimum wage?

- A. No
- B. Yes**
- C. Only if hours exceed 8
- D. Only with overtime

In California, paying by piece rate must still meet the minimum wage for every hour worked. The money a worker earns from piece-rate pay should translate into at least the minimum wage when you divide total earnings by hours worked. If the piece-rate calculation would yield less than the minimum wage for those hours, the employer must make up the difference so the worker's hourly pay is at least the minimum wage. For example, if a worker produces enough units to earn less than the minimum wage for an hour, you need to add to their pay or raise the piece rate so that the hourly earnings reach the minimum wage. Overtime rules apply as usual for hours beyond the overtime threshold, but the requirement to meet minimum wage applies to all hours worked, not just overtime.

5. Do supervisors need to notify employees before entering an area with potential high voltage exposure?

- A. Yes**
- B. No
- C. Only if there is time
- D. Only with permission

High voltage areas are extremely dangerous, so workers must be informed about the hazard before anyone enters. Notifying gives employees a chance to step back, don the proper protective gear, or follow lockout/tagout and other safety procedures to make entry safe. Time pressure doesn't excuse skipping this precaution; safety policies require clear communication of hazards before access. The supervisor should also ensure the equipment is de-energized or isolated as needed and that workers understand and acknowledge the risk before work proceeds.

6. Time records must include which elements?

- A. Date started and ended; meal periods; total hours per day; total hours per pay period**
- B. Date started and ended; lunch preferences; hours per week
- C. Date of birth; meal periods; total hours per day; tips received
- D. Date started and ended; overtime hours; weekly salary

Time records are there to prove exactly how many hours were worked and when, so pay and any overtime can be calculated correctly. The essential pieces are the date range of the work period, the times work started and ended (or at least the daily total hours), records of meal periods, and the total hours for the pay period. Together, these elements show the amount earned for each day and the total for the pay period, which is what payroll needs. Items like lunch preferences, dates of birth, tips, or weekly salary aren't part of the timekeeping requirements, so they don't belong on time records.

7. What happens if you take employees to a job site where there is no work?

- A. You must pay them the time you spent traveling to the jobsite and back**
- B. You may cancel without pay
- C. You must pay only for actual work performed
- D. You may assign to another site without pay

Travel time is considered work time when the employer directs employees to a different job site and there's no work available there. Because you've required the employees to be at that location, the time spent getting to the site and returning home is time the employer must compensate, even if no productive work occurs at the site. This protects workers from unpaid time when they're under the employer's control and on the clock. In other words, you must pay for the travel to the jobsite and back.

8. Are employers allowed to deduct workers' compensation costs from employee wages?

- A. No**
- B. Yes, with consent
- C. Only for certain workers
- D. Only if overtime

The main point is that deductions from an employee's wages are tightly limited, and the cost of workers' compensation is not one of the authorized deductions. In California, workers' compensation is an employer-funded insurance benefit that covers medical care and lost wages for job-related injuries; the employer bears this cost as part of doing business. Deductions from wages may be allowed only for specific items mandated by law or clearly authorized by statute or a valid agreement, and workers' compensation costs aren't among those permitted deductions. Even with employee consent, deducting workers' comp costs would be unlawful. So employers must not subtract workers' compensation costs from a worker's pay.

9. If a worker is paid by piece rate, what is the minimum percentage of the minimum wage that must be paid during the first 160 hours?

- A. 80%
- B. 85%**
- C. 75%
- D. 90%

When workers are paid by piece rate, California requires their earnings to meet minimum wage standards, but with a protection period for new piece-rate workers. For the first 160 hours of work, the piece-rate earnings must amount to at least 85% of the state minimum wage for each hour worked. After those 160 hours, the pay must meet at least the full minimum wage per hour. So the minimum percentage for the first 160 hours is 85%.

10. What is the minimum ratio of employees who must be trained in emergency first aid?

- A. 1 in 10
- B. 1 in 5
- C. 1 in 25
- D. 1 in 20**

Having a trained person on site who can provide emergency first aid is essential for a quick, effective response when someone is injured. The minimum practical coverage is one trained employee for every twenty workers. This ratio helps ensure there's someone nearby during shifts who can recognize an emergency, begin first-aid measures, control immediate risks, and summon help, reducing delays while waiting for professional responders. If more people are trained, safety improves but requires more resources; if fewer are trained, injuries may not receive timely assistance, increasing the risk of worse outcomes.

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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!

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