

# CHRA - Statutory Monetary Benefits Practice Test (Sample)

## Study Guide



**Everything you need from our exam experts!**

**This is a sample study guide. To access the full version with hundreds of questions,**

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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. Don't worry about getting everything right, 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, and take breaks to retain information better.**

## 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.**

## 7. Use Other Tools

**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!**

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## **Questions**

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- 1. What does the Modified Pag-IBIG 2 (MP2) Savings program offer to members?**
  - A. A fixed rate loan with no maturity period**
  - B. Higher dividends in a flexible savings program**
  - C. A mandatory savings scheme with penalties**
  - D. Annual tax on savings earnings**
- 2. What are the eligibility requirements for maternity leave benefits?**
  - A. Minimum number of insurable hours and application at least four weeks before the due date**
  - B. Employment for at least one year and no prior claims**
  - C. Full-time employment and submission of medical documentation**
  - D. No specific criteria required**
- 3. What is the maximum duration for standard EI benefits?**
  - A. 36 weeks**
  - B. 45 weeks**
  - C. 52 weeks**
  - D. 56 weeks**
- 4. What legislation governs the payment of severance pay in Canada?**
  - A. Employment standards legislation in each province and territory**
  - B. Federal employment laws**
  - C. Union agreements**
  - D. Taxation regulations**
- 5. If an employee does not meet the service requirement for special leave, what happens?**
  - A. They are automatically granted leave anyway.**
  - B. They can apply for leave under a different category.**
  - C. They do not qualify for the special leave benefits.**
  - D. They can appeal for special leave consideration.**

- 6. Which type of benefit might be provided for employees with work-related disabilities according to the ECP?**
- A. Monthly addiction support**
  - B. Access to therapy for chronic pain**
  - C. Customized vocational evaluation services**
  - D. Long-term educational support grants**
- 7. How is the salary for fifteen (15) days calculated for workers without a fixed monthly salary?**
- A. The highest monthly salary rate they have received in the past year.**
  - B. Their average monthly earnings over the last six (6) months.**
  - C. The total amount earned for the last fifteen (15) days worked.**
  - D. Their average daily salary (ADS).**
- 8. Which financial assistance is NOT associated with the Employment Insurance (EI) program?**
- A. Support for unemployed individuals**
  - B. Benefits for new parents**
  - C. Funding for business expansion**
  - D. Assistance for those taking compassionate leave**
- 9. What type of establishment is primarily engaged in selling goods for personal or household use?**
- A. Wholesale establishment**
  - B. Retail establishment**
  - C. Service establishment**
  - D. Commercial establishment**
- 10. What could be a consequence for someone convicted of not complying with wage rate increases?**
- A. Employment suspension**
  - B. Loss of benefits**
  - C. Mandatory training**
  - D. Public service requirement**

## **Answers**

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

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## **Explanations**

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## 1. What does the Modified Pag-IBIG 2 (MP2) Savings program offer to members?

- A. A fixed rate loan with no maturity period
- B. Higher dividends in a flexible savings program**
- C. A mandatory savings scheme with penalties
- D. Annual tax on savings earnings

The Modified Pag-IBIG 2 (MP2) Savings program is designed to provide members with a way to save for their future while receiving higher dividends compared to traditional savings options. The program promotes flexible savings, allowing members to contribute additional amounts beyond their regular Pag-IBIG contributions. This flexibility, coupled with the promise of higher dividends, makes the MP2 program an attractive savings plan for individuals looking to maximize their savings returns. The emphasis on higher dividends indicates that the program is tailored to encourage more significant savings and provide better financial growth over time. Such a feature is particularly appealing for those aiming to secure their financial future through effective saving strategies.

## 2. What are the eligibility requirements for maternity leave benefits?

- A. Minimum number of insurable hours and application at least four weeks before the due date**
- B. Employment for at least one year and no prior claims
- C. Full-time employment and submission of medical documentation
- D. No specific criteria required

The eligibility requirements for maternity leave benefits typically include a minimum number of insurable hours as well as the requirement to apply at least four weeks before the due date. This approach ensures that the individual has established sufficient contributions to qualify for the benefits being requested and that there is adequate time for processing the application. To qualify, individuals must have worked a certain number of insurable hours within a specified period, which demonstrates their active participation in the workforce and their contributions towards unemployment insurance or similar programs. The stipulation to apply in advance allows the relevant authorities to process the application efficiently and ensures that the benefits can be delivered in a timely manner when the maternity leave begins. The other options do not comprehensively reflect the typical requirements for maternity leave benefits. Employment for at least one year and no prior claims may not universally apply, as the focus is primarily on insurable hours. While full-time employment and medical documentation could be relevant, they are not standard criteria across all jurisdictions. Lastly, stating that no specific criteria are required does not align with the structured eligibility norms usually in place for such benefits.

### 3. What is the maximum duration for standard EI benefits?

- A. 36 weeks
- B. 45 weeks**
- C. 52 weeks
- D. 56 weeks

Standard Employment Insurance (EI) benefits in Canada are designed to provide temporary financial assistance to individuals who have lost their jobs through no fault of their own. The correct duration for standard EI benefits is 45 weeks. This duration applies to individuals who have accumulated sufficient hours of insurable employment, typically varying based on their specific circumstances such as the unemployment rate in their region and the amount of insurable hours they worked. Understanding this maximum duration is vital, as it informs claimants about how long they could potentially receive financial support while they seek new employment. Other durations listed in the options represent different benefits or situations, but 45 weeks is the standard duration for individuals qualifying for these specific EI benefits.

### 4. What legislation governs the payment of severance pay in Canada?

- A. Employment standards legislation in each province and territory**
- B. Federal employment laws
- C. Union agreements
- D. Taxation regulations

Severance pay in Canada is primarily governed by the employment standards legislation specific to each province and territory. This means that the rules and regulations concerning severance pay can vary across Canada, as each jurisdiction has its own set of employment standards that dictate the terms of pay upon termination of employment. In provinces like Ontario, British Columbia, and Alberta, the legislation outlines eligibility criteria for severance, the calculation of severance pay, and the circumstances under which severance must be provided. It provides a framework that protects employees' rights when their employment ends and ensures they receive appropriate compensation based on their length of service and the conditions of their termination. Other options, while related to employment, are not the primary governing legislation for severance pay. Federal employment laws apply to specific sectors and are more limited in scope. Union agreements might provide additional benefits or stipulations regarding severance but are not the overarching governing legislation. Taxation regulations, while relevant to the tax implications of severance pay, do not govern how much severance pay is owed or under what circumstances it is paid.

**5. If an employee does not meet the service requirement for special leave, what happens?**

- A. They are automatically granted leave anyway.**
- B. They can apply for leave under a different category.**
- C. They do not qualify for the special leave benefits.**
- D. They can appeal for special leave consideration.**

The correct choice indicates that if an employee does not meet the service requirement for special leave, they do not qualify for the special leave benefits. This is a fundamental principle in employment law and statutory benefits, where eligibility criteria are established to ensure that benefits are awarded based on specific qualifications. Service requirements typically exist to ensure that special leave provisions are reserved for those who have made a certain commitment to their role or organization. Therefore, employees who do not meet the necessary duration or conditions of service cannot be considered for those specific benefits. This aligns with the purpose of special leave, which is to support employees who have been with the organization for a sufficient period and can demonstrate a need for such leave based on established criteria. The options suggesting that leave might be granted anyway or that employees could apply for leave under a different category do not accurately reflect the strict nature of eligibility for special leave. Similarly, the idea of appealing for special leave consideration may imply some discretionary power, which typically does not exist if the set service requirements have not been met.

**6. Which type of benefit might be provided for employees with work-related disabilities according to the ECP?**

- A. Monthly addiction support**
- B. Access to therapy for chronic pain**
- C. Customized vocational evaluation services**
- D. Long-term educational support grants**

The correct choice relates to the provision of customized vocational evaluation services for employees who have work-related disabilities. These services are specifically designed to assess an individual's abilities, skills, and needs in the context of a disability. They aim to aid the employee in identifying suitable job opportunities, either within their current organization or in the broader job market, considering their unique situation. The focus of these services is on helping individuals return to work or successfully transition to new roles that accommodate their disabilities. Such evaluations are integral to the overall support system for employees, as they help in pinpointing the best pathways for maintaining employment and fulfilling career ambitions after a work-related injury or condition. The other options, while valuable in their own right, do not specifically align with the focus of the ECP (Employment and Income Assistance Program) on work-related disability support. Monthly addiction support targets substance abuse issues rather than work-related disability; therapy for chronic pain, while beneficial, is more focused on treatment rather than vocational outcomes; and long-term educational support grants, while useful, address educational funding rather than immediate vocational rehabilitation and job placement services.

**7. How is the salary for fifteen (15) days calculated for workers without a fixed monthly salary?**

- A. The highest monthly salary rate they have received in the past year.**
- B. Their average monthly earnings over the last six (6) months.**
- C. The total amount earned for the last fifteen (15) days worked.**

**D. Their average daily salary (ADS).**

The calculation of salary for a period, such as fifteen days, for workers without a fixed monthly salary is based on their average daily salary (ADS). This method ensures that the payment reflects the actual earnings of the worker based on their variable income, which fluctuates over time due to the nature of the work or employment arrangements. To determine the average daily salary, you typically take the total earnings over a specified period and divide it by the number of days worked during that period. By using the ADS for this calculation, employers can accurately compensate workers even if their earnings vary from month to month, thereby adhering to the principles of fairness and equity in employment practices. In this context, the other choices do not apply as appropriately. The highest monthly salary received in the past year or the average monthly earnings over the last six months could misrepresent current earning conditions. The total amount earned for the last fifteen days worked would not provide a daily framework for ongoing calculation, which is crucial for consistency and fairness.

**8. Which financial assistance is NOT associated with the Employment Insurance (EI) program?**

- A. Support for unemployed individuals**
- B. Benefits for new parents**
- C. Funding for business expansion**
- D. Assistance for those taking compassionate leave**

The answer identifies funding for business expansion as the choice that is not associated with the Employment Insurance (EI) program because EI primarily focuses on providing financial support to individuals during periods of unemployment or specific life events, rather than supporting business growth. The EI program typically encompasses several types of assistance aimed at individuals, including support for unemployed workers who are actively seeking job opportunities, benefits for parents who are on parental leave, and provisions for individuals taking compassionate leave to care for a family member who is seriously ill. Each of these options directly relates to the program's mission of providing temporary financial assistance to support individuals through various significant life changes or events. In contrast, financial assistance for business expansion does not align with the objectives of EI, which is centered around individual employment circumstances rather than aiding business development or growth initiatives. Thus, the distinction lies in the focus of the EI program on individual support as opposed to business-centric financial assistance.

**9. What type of establishment is primarily engaged in selling goods for personal or household use?**

- A. Wholesale establishment**
- B. Retail establishment**
- C. Service establishment**
- D. Commercial establishment**

The correct answer is focused on retail establishments, which are specifically defined as businesses that sell goods directly to consumers for personal or household use. These establishments are characterized by their emphasis on providing a wide variety of products that individuals can buy for everyday needs, such as clothing, groceries, and home goods. Retail establishments operate in various formats, including brick-and-mortar stores, online shops, and kiosks. They are fundamentally distinct from wholesale establishments, which primarily sell goods in bulk to other businesses rather than directly to end consumers. Unlike service establishments, which offer services rather than tangible goods, retail establishments emphasize the sale of physical products. Additionally, while the term "commercial establishment" can refer broadly to various types of businesses engaged in commerce, it does not specifically capture the unique focus on consumer goods characteristic of retail operations. Thus, the emphasis on selling goods directly to individuals makes retail establishments the correct choice in this context.

**10. What could be a consequence for someone convicted of not complying with wage rate increases?**

- A. Employment suspension**
- B. Loss of benefits**
- C. Mandatory training**
- D. Public service requirement**

The correct answer reflects that a consequence of not complying with wage rate increases can indeed lead to the loss of benefits. This situation arises because wage laws are established to ensure that employees receive fair compensation according to statutory requirements. When an employer fails to comply with these laws, they not only risk legal penalties but also affect the benefits afforded to employees. Wage laws typically serve to protect workers' rights, including minimum wage and mandated increases. If an employer does not adhere to the legally required wage increases, it can lead to disputes, claims, or even litigation from employees. In some cases, this non-compliance can result in the revocation of certain benefits that rely on the fulfillment of wage obligations, such as specific health or retirement benefits tied to salary levels. While the other options may seem applicable, they do not directly correlate with the specific consequences of wage rate non-compliance. For instance, employment suspension and mandatory training relate more to conduct violations rather than wage compliance. Public service requirements are not typically tied to wage issues but rather to other legal matters. Therefore, the loss of benefits is the most direct and relevant consequence of failing to comply with wage rate increases.

# 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](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://chrastatutorymonetarybenefits.examzify.com>**

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

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