Chapter 29 Study Guide: Employment and Labor Law

Employment Security

- What is FMLA and what does it do?
 - o FMLA Family and Medical Leave Act
 - Guarantees both men and women up to 12 weeks of unpaid leave each year for childbirth, adoption, or a serious health condition of their own or in their immediate family

Wrongful Discharge

- When is an Employer prohibited from firing a worker?
 - When an employee is refusing to violate the law (if the instruction of the employer breaks the law)
 - When an employee is exercising a legal right (such as filing for workers' compensation)
 - When an employee is performing a duty (such as jury duty)

Contract Law

- What if an employer makes promises during the hiring process?
 - Promises made to job applicants are generally binding even if not approved by the top executives
- Does an employee handbook create a contract?
 - o Yes
- What is an implied covenant of good faith and fair dealing?
 - Requires both parties to behave reasonable, making an honest effort to meet both the spirit and the letter of the contract

Defamation

- What is qualified privilege?
 - Qualified Privilege employers who give references are only liable for false statements that they know are false or are motived by ill will
- What if potentially dangerous information is withheld by an employer for an employee reference?
 - Generally, courts have held that employers do not have a legal obligation to disclose information about former employees (just salary and start and end dates)
 - o If they outwardly misrepresent a dangerous employee, they may be liable

Intentional Infliction of Emotional Distress

- What is intentional infliction of emotional distress? Is an employer liable?
 - Intentional Infliction of Emotional Distress an intentional tort in which the harm results from extreme and outrageous conduct that causes serious harm
 - o If an employer condones cruel treatment, they may be found liable

Whistleblowers

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Jonathan L Reese

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dec 17 2013 i have created a substructure in abaqus as output i will like to see the substructure matrices mass stiffness and damping matrices however i m only able to write the mass and stiffness matrices to an output file mtx does anyone know how to create an output file including both the mass stiffness and damping matrices of the substructure

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the basic substructuring idea is to consider a substructure a part of the model separately and eliminate all but the degrees of

freedom needed to connect this part to the rest of the model so that the substructure appears in the model as a substructure a collection of finite elements whose response is defined by the stiffness and mass o

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substructures are collections of elements from which the internal degrees of freedom have been eliminated retained nodes and degrees of freedom are those that are recognized externally at the usage level when the substructure is used in an analysis and they are defined during generation of the substructure abaqus tutorials perform non linear fea simuleon - Jul 05 2022

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limitations of structural elements membrane elements cannot be used to overlay a substructure that consists of second order three dimensional brick elements of type c3d20 r h if the substructure will be used as a slave surface normally abaqus standard automatically converts c3d20 r h brick elements to elements with midface nodes c3d27 r h because this 2 14 1 substructuring and substructure analysis - Apr 14 2023

in abaqus standard the response within a substructure once it has been reduced to a substructure is considered to be a linear perturbation about the state of the substructure at the time it is made into a substructure

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set this parameter equal to yes default if the substructure eigenproblem needs to be solved during substructure generation in abaqus substructure eigenvectors can be used to define substructure modal damping for a given substructure abaqus standard will evaluate the stiffness associated with frequency dependent springs and dashpots at

1 16 1 analysis of a frame using substructures - Mar 13 2023

the purpose of this example is to provide basic demonstration and verification of the substructuring capabilities in abaqus problem description the example is a frame consisting of two columns connected by a beam figure 1 16 1 1 the columns and the beam are each modeled with 10 elements of type b21 once a substructure has been