

The

READY-MIXER



Virginia Ready-Mixed Concrete Association

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newsletter

March 2006

Donna Lamb was a student of Middle Tennessee State University when she received the VRMCA scholarship in 1999. She was 39, a widow and a parent when she applied.

One year earlier, she was working for the asphalt division of W-L Construction and Paving in Chilhowie and was on her way to work when her car ran under a tractor-trailer.

She sustained multiple injuries, including a broken arm and both legs broken below the knees. She was initially told that she would never walk again. Yet after numerous surgeries and physical therapy, she made a decision to return to school to further her education in a field she enjoyed.

She maintained her GPA, received the VRMCA scholarship for the remainder of her college career and graduated in 2002. Upon receiving her degree, she has worked for Connico Inc., a construction consulting firm in Nashville as an office administrator and now is founder and owner of DJ's Construction Services, a company that offers final construction clean-up services. She is president of the Nashville Chapter of the National Association of Women in Construction (NAWIC), as well. "The scholarship was wonderful. It was a major part of what got me through college. Thank you so much for choosing me as one of your scholarship recipients," states Lamb.

Success stories such as Donna's demonstrate the importance of supporting college students who have sincere interest in the concrete industry. It also encourages the expansion of academic programs in concrete technology, similar to the one offered at Middle Tennessee State University.



Far left: Donna Lamb at NAWIC's officer installation ceremony.

Other previous scholarship recipients include Andrew Berkeley, who now works for Degussa in North Carolina and Brian DeChirico, who works for Degussa in Virginia.

Sponsorships are available to VRMCA producer and supplier mem-

bers for \$150.00 each at the golf tournament, which is to take place at the VRMCA Spring Convention, on Monday, May 22, at The Homestead, in Hot Springs, Virginia. Every producer and supplier company is encouraged to participate.

Sponsoring companies will receive recognition on golf holes assigned by VRMCA.

All sponsorships include:

- Company sign(s) (logo included if received) at assigned hole(s)
- Companies with multiple sponsorships receive recognition on the same number of holes sponsored
- Recognition at closing event
- Recognition in pre/post newsletters

Most importantly, sponsorships will provide a Virginia student with a scholarship to Middle Tennessee State University for a major in concrete technology. Please take the opportunity to contribute in this program. Participants at the 2005 Fall Convention at Wintergreen include:

- Allied Concrete Company
- Allied Ready Mix Company
- Boral Material Technologies Inc.
- Boxley Materials Company
- Brett Aggregates, Inc.
- Capital Concrete Inc.
- Cardinal-Virginia Concrete Company
- Crider & Shockey Inc.
- Degussa Admixtures Inc.
- Essroc Cement Corporation
- Florida Rock Industries
- Giant Cement Holding, Inc.
- Interstate Custom Crushing
- Lafarge North America
- Lehigh Cement Company
- Marshall Concrete Products
- Martin Marietta Aggregates
- McNeilus Companies Inc.
- McNeilus Truck & Manufacturing Inc.
- Newington Concrete Corporation
- Roanoke Cement Company
- Solomon Colors
- The SEFA Group
- Titan America
- Vulcan Construction Materials LP

See the sponsorship registration form enclosed. Contact Vicki Stec at the Association Headquarters at 434.977.3716 for more information. ❖

Hours of Service Update

Clarion Render, VRMCA Legislative Chair and VRMCA lobbyists Peter Easter and Lynwood Butner have been working with the State Police to work out an amendment to State Regulations that would allow Virginia's Construction Industry the same exemptions throughout the Commonwealth that currently exist for Federal Intrastate Travel. Your Association has made it happen and we are very proud to be sending our membership this legislative update concerning "Hours of Service."

Effective March 1, 2006, Article 7, Part 395 of the Virginia Administrative Code for the Hours of Service regulation has been amended to allow for the following: 19 VAC 30-20-205. Maximum driving time for property-carrying vehicles - §395.3.

"Any driver of a property-carrying commercial motor vehicle, operated wholly in the intrastate transportation of construction materials and equipment as defined in §395.2, shall not exceed 12 hours of driving time following 10 consecutive hours off-duty or drive after having been on duty 16 hours following 10 consecutive hours off-duty.

No driver shall drive if they have been on duty 70 hours in a 7-consecutive day period if the employing motor carrier does not operate commercial motor vehicles every day of the week or 80 hours in an 8-consecutive day period if the employing motor carrier operated commercial vehicles every day of the week."

This change represents a long-term effort by the Association to work with the Virginia Department of State Police to amend the state regulations to reflect the current exemptions for intrastate transportation of construction materials as allowed by Federal Regulations.

This is an important change for the industry as the driving time has been increased from 11 to 12 hours; the on-duty time from 14 to 16 hours; and the on-duty time from 60 to 70 hours in a seven consecutive day period and; from 70 to 80 in a eight day time frame. The 10 consecutive hours off-duty requirement remains the same. ❖

See
Convention
Registration
Form
Enclosed!

VRMCA Gives Special VDOT ACI Class in Farmville

by Bob Nablo, Director of Industry Services, Western Region

Richard Steele, VRMCA's ACI Field Testing Examiner, recently arranged to give a special Grade 1 class and exam to Virginia Department of Transportation employees using the Farmville VDOT Residency facilities. About 18 VDOT employees, and a few other construction industry personnel, completed the class and exam on March 6.

This was a difficult class to schedule because there are few VRMCA member ready-mixed producers in the Farmville area, and therefore few available supplemental examiners. Nonetheless, **Robert Atkinson of W.C. Newman Company** agreed to donate concrete for the practical exam, and VDOT employees from Lynchburg and Richmond helped proctor the tests.

Everyone involved knows that these ACI classes are important to the VRMCA Board of Directors, and that they could not be



Richard Steele gives the air meter exam.

successfully offered without the considerable assistance of volunteers. We very much appreciate the help of the ready-mixed producers and industry suppliers who consistently offer their time and effort.

Special thanks this time to **Larry Johnson, Gail Weston, and Laura Layne** of the VDOT-Lynchburg District, and **Larry Lundy and Keith Williams** of VDOT-Richmond. Keith Beazley and Bob Nablo of VRMCA also acted as Supplemental Examiners. Thanks also to **Robert Atkinson** for supplying the special-mix concrete. ❖



VDOT employee Gail Weston with a student.

VIRGINIA CONCRETE CONFERENCE THEME: "COUNT ON CONCRETE FOR LIFE"

by J. Keith Beazley
Director of Industry Services, Central Virginia and Hampton Roads

The Virginia Concrete Conference held in March at the Koger South Conference in Richmond, hosted a record crowd of participants for this annual conference. The theme this year was "Count of Concrete for Life" and featured a number of topics and speakers to support this position. The attendance this year was 100 VDOT personnel and 150 private industry consultants, suppliers, and concrete industry members. This year's attendance was the largest to date and each year the conference continues to grow, showing the value of the information received.

The format as in past years was a half-day general session on the opening day, Thursday, followed by two breakout sessions on Friday on Pavements and Bridges. A topic of special interest was Pervious Concrete presented by Mike Zaldo, NRMCA. Pervious concrete continues to draw interest and questions about its usage throughout Virginia ensues. New information is being developed on techniques of installation and



Brian DeChirico of Degussa (left) with Robert Marek of Roanoke Cement (right).

maintenance. Andy Mergenmeier, VDOT Materials Engineer, stated the conference and information provided was one the best of all the conferences. Mergenmeier stated that private industry should invite VDOT personnel to projects that have usual uses of concrete and different techniques so that information can be learned and carried back to the state projects. The working together on projects and the sharing of information is a goal for his department.

The VRMCA Advisory Councils were a sponsor to the annual event and the VRMCA booth was displayed with information on pervious pavements and Concrete



Bob Long, Executive Director, Northeast chapter.

Intersections and Turning Lanes. Bob Nablo, Hessam Nabavi, and Keith Beazley attended the conference and provided manpower for the displays. Bob Nablo served as one of the moderators for the opening session.

Bob Long, of ACPA, Marie Derby, of Essroc, and Keith Beazley, of VRMCA, serve on the steering and planning committee for the concrete conferences.

Please be prepared to share your topic ideas for future conferences to committee members, as planning for next year's session will begin soon. ❖



Mike Zaldo of NRMCA addresses conference attendees on pervious pavement.

Upcoming NRMCA Training Programs and Courses

APRIL 2 – 5

NRMCA Annual Convention: Held in Conjunction with PCA Annual Board Meeting

Hyatt Regency San Antonio on the Riverwalk, San Antonio, TX

Contact: Jennifer Leonard
jleonard@nrmca.org, 240-485-1156

MAY 17 – 18

Transportation Construction Coalition Fly-In

Washington, DC

Contact: Kevin Voelte
kvoelte@nrmca.org, 240-485-1152

MAY 24 - 25

NRMCA Concrete Technology Forum: Focus on Pervious Concrete

Nashville, TN

Contact: Lionel Lemay
llemay@nrmca.org, (847) 918-7101

Mark Your Calendar!

2006 Spring Convention

May 21-23

The Homestead
Hot Springs, Virginia

2006 Fall Convention

September 10-12, 2006

Wintergreen Resort
Wintergreen, Virginia

2006 Truck Rodeo

November 1, 2006

Richmond International Raceway
Richmond, Virginia

The Virginia Ready-Mixed Human Resource Consortium

Exit Interviews and Performance Appraisals

by Becky Meade

One of the biggest challenges faced by ready mix companies today is recruiting and retaining drivers-delivery professionals. One tool that can provide useful information is an exit interview.

An exit interview is typically a meeting between at least one representative from a company's human resources department and a departing employee. Human resources departments conduct exit interviews to gather data for improving working conditions and retaining employees.

It is the decision of the departing employee to participate in an exit interview. Although it doesn't help the departing employee much, it helps a sincere employer improve working conditions for remaining employees.

Here are some common exit interview questions:

- What is your primary reason for leaving?
- What was the least satisfying aspect about your job?
- What would you change about your job?
- Did you receive enough training to do your job effectively?
- Did you receive sufficient feedback about your performance between merit reviews?
- What would you improve to make our workplace better?
- Were you happy with your pay, benefits, and other incentives?
- What does your new company offer that this company does not offer?
- How useful is an exit interview? A better time to conduct such a meeting is while an employee is committed, not while he or she is on the way out the door. Why did the company wait until the employee was leaving to ask the opinion of the employee?

The goal of an appraisal is to foster staff development, increase communication between managers and employees and provide valuable feedback to employees about their performance and recommend strategies for continued growth.

Performance appraisals work when they are designed well, administered by trained supervisor and supported by upper management.

Employees get regular feedback about their performance and receive suggestions for overcoming weaknesses. Managers and employees work together to set goals, identify training and development needs and discuss job opportunities.

Managers gain insight into different jobs, which fosters better working relationships and strengthens their management skills. Managers and employees communicate regularly and develop open relationships.

There is no perfect appraisal system. When they work, they are effective tools to correct performance problems and increase productivity. They can be an effective way to see the employee's side. They can be an effective way to talk with your employee and retain them for a long time and bring new people in who heard you have a great company to work for from one of your existing employees.

Please contact Becky Meade at (804) 364-0500 or bmeade@coxreadymix.com if you would like information about our group. ♦

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Hampton Roads Advisory Council Sponsors Spring Golf Tournament

by J. Keith Beazley, Director of Industry Services, Central Virginia and Hampton Roads

The Hampton Roads Spring Golf Tournament will be held in Deer Park Golf Course in Newport News on Thursday, April 20th. This year's tournament format will be Four Man Florida Best Ball with a 12:00 P.M. Shotgun start. Included in the entrance fee are range balls, box lunch, raffle items, ribs or chicken dinner, goody bag and beverages on a drink cart.

Prizes will be awarded for 1st, 2nd 2 flights and longest drive and closest to the pin. Charles Malbon, of Tank Lines, is the Chairman for the Tournament and his experience of the game makes sure every detail for an enjoyable afternoon of golf is covered.

The proceeds will be used for a local scholarship with Cox High School in Virginia Beach to a student majoring in Architecture or Engineering. This is the third year of the scholarship and previous scholarship winners are attending Virginia Tech and ODU.

This local connection to the Virginia Beach School System is being recognized by the Administration and students and parents attend an awards program at the Council meeting and Awards night at the High School. The scholarship is named by the Hampton Roads Concrete Advisory Council in memory of Lane Malbon, son of Charlie Malbon, who attended Cox High School.

Reservations may be made to: Charles Malbon, Tank Lines, Post Office Box 5155, Virginia Beach, VA 23455. Telephone: 757-464-9349. Cost is \$100.00 per player and \$75.00 for a Hole Sponsor. **The deadline is April 12, 2006 to reserve your place.** ♦



Rules, Reports, and Guidance: What's Up With Our Friends at the DOL and the EEOC?

by John G. Kruchko, Esq. and Kevin McCoy, Esq. *

The end and beginning of a new year almost always spawns change or revision in one form or another. Not wanting to be left out of the "renewal" process that the new-year seems to bring, the U.S. Department of Labor ("DOL") and the Equal Employment Opportunity Commission ("EEOC") have offered some new items to assist employers.

A. The EEOC's Changes to the EEO-1 Report

In January 2006, the EEOC implemented the final revisions to its Employer Information Report, referred to as the EEO-1 Report. The changes are significant because the EEOC had not previously implemented major revisions since 1966. The revisions reflect, in part, comments the EEOC received during the past two and one-half years during two required comment periods.

In general, the EEO-1 Report is designed to provide the federal government with profiles of employers' workforces, broken down by race, ethnicity, gender, and also by job category. The report must be filled out by employers annually and submitted to the Joint Reporting Committee for use by the EEOC and OFCCP.

The filing requirement is far reaching. All employers with 100 or more employees or federal contractors with 50 or more employees and \$50,000 in contracts must file the EEO-1 Report annually.

The new report has brought change on two fronts: (1) race and ethnic categories, and (2) job categories. Changes to the race and ethnic categories include:

- Adding a category called "Two or more races, not Hispanic or Latino;"
- Removing the "Asian and Pacific Islanders" category;
- Adding a category called "Asians, not Hispanic or Latino;"
- Adding a category called "Native Hawaiian or Other Pacific Islander, not Hispanic or Latino;"
- Extending the EEO-1 data collection by race and ethnicity to the state of Hawaii; and
- Strongly encouraging employee self-identification of race and ethnicity, as opposed to merely visual identification by the employer.

The report's changes to job categories include:

- Dividing "Officials and Managers" into two levels depending on their respective responsibilities within the company: (1) "Executive/Senior Level Officials and Managers," and (2) "First/Mid-Level Officials and Managers;" and
- Relocating non-managerial business and financial occupations from the "Officials and Managers" category into the "Professionals" category.

In addition, the EEO-1 report seeks data on the employers' size, the existence of other establishments within a company, the location of a company's establishments, the industry in which each establishment operates, and the metropolitan area of each establishment.

According to EEOC Chair, Cari M. Dominguez, "[t]he new EEO-1 Report recognizes the shifting demographics of today's workplace." The EEOC hopes the new report will better enable it to accurately monitor "the advancement of women and people of color" into the upper echelons of corporate management. Covered employers should take care to timely and accurately file the report to ensure compliance with the new requirements. The EEOC will be monitoring the returns on its new EEO-1 Report very carefully.

B. The DOL's Proposed Rule Regarding Permanent Labor Certification

The DOL's Permanent Foreign Labor Certification program allows U.S. based employers to fill vacant jobs with foreign workers if they can demonstrate that no American workers are available to fill the positions. Before the DOL will issue a permanent labor certification, the employer has to file a petition with the U.S. Department of Homeland Security to complete the visa approval process for the alien. The labor certification is typically viewed as the first step in the employment-based visa process for immigrants.

On February 13, 2006, the DOL published a proposed rule that it hopes will help eliminate opportunities for abuse and fraud that have allegedly plagued the system in past years. The proposed rule contains several provisions that are controversial and may not be ultimately adopted. Written comments to the proposed rule must be submitted to the DOL on or before April 14, 2006.

The noteworthy features of the proposed rule include:

- Limiting the validity of the approved labor certification to 45 days, during which the employer must file the I-140 Immigration Visa petition. Under the current regulations, labor certifications are valid indefinitely;
- Disallowing the sale, barter, or purchase of permanent labor certification applications and associated payments. The Rule would prevent employers from receiving payment of any kind from any source for filing a permanent labor certification application. The proposed rule would also prohibit the employee from paying, directly or indirectly, any of the attorney's fees and costs related to preparing, filing, or obtaining permanent labor certification. As it stands currently, the regulations do not deal with payments associated with the program;
- Eliminating the substitution of alien beneficiaries on permanent labor certification applications. Substitutions approved prior to the rule's effective date or I-140 petitions already filed with USCIS would not be affected; and
- Strengthening the current rule's enforcement mechanisms to include debarment from federal contracts as a means to ensure compliance with the program.

C. The DOL Speaks on "Inclement Weather" Salary Deductions for Exempt Employees?

Under the Fair Labor Standards Act ("FLSA") regulations, employers must pay exempt employees a full week's salary for any week in which they perform any work.

There are some exceptions, however, that allow an employer to make salary deductions. For instance, employers may deduct for absences of one or more full days due to personal reasons other than sickness or disability. Another permissible deduction applies to absences of one or more full days due to sickness or disability if the employer has a bona fide plan, policy or practice of providing compensation for such absences.

In that case, the salary deduction is replaced by an equal amount from the employee's leave account. If the employee has not qualified for the company's leave plan or has exhausted their leave, the company is not required to replace the salary.

But what about when an employer deducts from an exempt employee's salary for absences due to inclem-

ent weather? The DOL recently issued an opinion addressing this question, and divided its analysis into two scenarios: (1) when the employer closes the office, and (2) when the employee calls off, but the office remains open despite the weather.

When the *company* closes the office during bad weather, the company may instruct its exempt employees to take vacation or paid leave deductions for a particular full or partial day, so long as the deductions are equal in amount to the employees' regular salary.

However, if an exempt employee has no accrued vacation or leave time, the company must pay them their full salary when the company decides to close the office.

A slightly different result follows when *employees* merely choose to miss work because of bad weather and the office remains open. When the office remains open, absences caused by transportation difficulties are deemed as absences for "personal reasons." As such, the company may require the employees to take accrued vacation or leave to cover the absences.

And if the employees have no accrued vacation or leave, the employer may deduct the appropriate amount from the employees' salary. However, exempt employees who are probationary or who have used all of their vacation or leave time and choose to stay home for a *partial day*, are still entitled to be paid their full salary for that day.

82006 Kruchko & Fries

John G. Kruchko is a partner with the Management Labor & Employment Law Firm of Kruchko & Fries in McLean, Virginia, Kevin McCoy is an Associate with the Firm.

For more information, please contact Mr. Kruchko or Mr. McCoy at (703) 734-0554 or jkruchko@kruchkoandfries.com, or kmccoy@kruchkoandfries.com. This article is published for general information purposes, and does not constitute legal advice. ♦

VRMCA Technical Bulletin # 3 Available

The VRMCA Technical Committee is developing a series of Technical Bulletins in order to address various issues of interest to the ready mixed concrete industry.

Technical Bulletin #3 is now available (see the enclosed) and posted on the website. The first two bulletins are also available. Please visit the VRMCA website at: www.vrmca.com to download electronic versions. You may also contact the Association Headquarters at 434.977.3716 for printed copies.

Please make every effort to distribute these to contractors, engineers, and testing labs in your area.

7th Annual VMI Engineering Seminar Presents Pervious Concrete

by Bob Nablo, Director of Industry Services, Western Region

On March 7 the Southwest Virginia and Blue Ridge Councils co-sponsored the seventh annual dinner-seminar for VMI Civil Engineering students and faculty, and this year's topic was pervious concrete. Dr. Heather Brown of Middle Tennessee State University was the guest speaker, and she gave an excellent presentation that included not only mix design specifications but also practical application lessons.

About twenty industry professionals joined an equal number of students to listen to Dr. Brown. The proximity of Spring Break, and the mid-term tests that precede it, probably held down attendance but the presentation was well received, and Dr. Brown was able to answer all questions from her own experience. VDOT, municipal engineers and testing lab people were in attendance, and many of the questions related to projects currently under consideration. Because of her experience with many different types of pervious projects, Dr. Brown gave insightful, "real-world" answers to these questions.



Cadets listen to Dr. Brown.

The VRMCA pervious concrete demonstration tank was on display and literature was available to anyone interested. As always, the buffet dinner was excellent and the event allows an interesting interaction between construction professionals, the world of academia and students who are about to make the change from one life to the other. Dr. Dale Buckner, head of the Civil and Environmental Engineering department, has been a strong supporter of this event since its inception. He will retire at the end of this school year, but we are sure this event will continue to grow and prosper in the future. ❖



From left to right: Dr. Dale Buckner, Dr. Heather Brown, Drew Faulconer and Andy Faulconer at VMI seminar.

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Upcoming "Green House Exhibition" at the National Building Museum

by Hessam Nabavi, R.A., Director of Industry Services, Northern Virginia

VRMCA, MRMCA and PCA are partnering in "The Green House: New Direction in Sustainable Architecture and Design" exhibition in the National Building Museum in Washington, DC.

In February, I had an opportunity to attend a planning meeting at the National Building Museum in Washington DC. John Sullivan with PCA, Tom Evans with MRMCA and several representatives from the National Building Museum were present in this meeting.

A variety of wall types that are green will be displayed in the museum. Two of these walls will be constructed from ready-mixed concrete. The first one is a 3'X3' ICF wall with brick and possibly stone veneer on the exterior and gypsum board with Benjamin

Moore paint on the interior. This ICF wall section will show all the details from plumbing and electric to reinforcements and concrete.



Interior view of the National Building.

The second wall is a 3'X3' Precast concrete wall. Exterior and interior finishes for this wall have not been decided yet. Mark Quinn and Dan O'Reilly will be building the ICF wall, and Hunt Valley Contractors has agreed to

build the precast wall. In addition to the wall displays, the National Building Museum is going to feature a life-size replica of a Glidehouse home designed by architect Michelle Kaufmann.

This high-performance home is utilizing high-performance systems and sustainable materials. The Glidehouse modular home is a modern home designed by Michelle Kaufmann Designs for clean, simple living in collaboration with nature. It offers an affordable, low-maintenance, well-designed green housing alternative.

The Glidehouse is built in a factory, using the most modern and environmentally-friendly building methods and materials. Please see the pictures below for the Glidehouse home.

This 10 month exhibition is scheduled to start on May 20, 2006 and continue through June 3, 2007, and then travel nationally to selected cities

in 2007 and 2008. This exhibition will examine new developments in green technology.

It will explore the building materials, consumer products and energy systems in home building technology, as well as development in sustainability, and will offer information on this dynamic design movement. It also explains why green homes are healthier,

safer and more comfortable. To learn more about this event please check www.nbm.org.

PCA has agreed to become a major sponsor of the exhibit and display various cement-based building systems and products.

Please look for the future issues of VRMCA's Newsletter for additional information on the Green House Building Exhibition at the National Building Museum. ❖



Exterior view of the National Building.



Exterior views of the Glidehouse home.



Interior views of the Glidehouse home.

CENTRAL VIRGINIA COUNCIL TO HOLD TOURNAMENT AT HUNTING HAWK GOLF COURSE

by **J. Keith Beazley**
Director of Industry Services,
Central Virginia and Hampton Roads

The Central Virginia Advisory Council will hold the annual Golf Tournament at Hunting Hawk Golf Course in Glen Allen. This is the second year the council has held the event at the course and the arrangements promise to provide a great experience and level of play at the new course.

The date for the event is Wednesday, June 14th with the check-in and lunch at 11:30 a.m. The Shotgun Start will be at 12:30 with the Florida Best Ball format. Included with entrance fees will be lunch and dinner, range balls, door prizes, prizes for first and second places and the usual beverage cart and snacks.

Applications will be mailed soon for participating members. The Richmond tournament was the very first held by the statewide Advisory Councils and is still one of the most popular events in the state and is well planned. Glenn Webb, of S.B. Cox, Ready Mixed Concrete, will be the Chairman for this year's event and will answer any questions pertaining to the event.



Monies raised at last year's event were given as a scholarship to a student pursuing an engineering degree at the local John Tyler Community College and contacts are being made to fund this scholarship again this year.

Please note the date and day of the week have changed to Wednesday, June 14th from the former day of Thursday. The change was made to eliminate conflicts with other events. ❖

For safety related links,

please visit the safety committee section of the VRMCA website:

www.vrmca.com/about/safety.aspx



General Assembly Transportation Funding Update

There are now three proposals to increase transportation funding. The House Plan raises \$2 billion in four years, the Senate Plan raises \$3.9 billion in four years and the Governor's Plan raises \$3.7 billion in four years. Obviously, the Governor's Plan and the Senate Plan will accomplish a great deal more for highway construction than the House Plan.

However, the Senate Plan has provisions that will hit truck operators very hard, as follows: Truck registration fees are doubled, plus \$10 per truck. For example, the rate for a 50,000# GVW truck goes from \$8.75 per 1,000 lbs to \$17.50 for private carriers, and from \$11.25 per 1,000 lbs to \$22.50 on for-hire trucks. On an 80,000# GVW truck, the fee goes from \$13.25 per 1000# GVW to \$26.50 for private carriers and amounts to \$32.50 on for-hire trucks.

• Liquidated damages (overweight fines) are raised as follows:

Axle weights

- 2,000 lbs or less: from 1 cent per pound to 5 cents per pound**
- 2,001- 4,000 lbs: from 1 cent per pound to 10 cents per pound**
- 4,001- 8,000 lbs: from 10 cents per pound to 15 cents per pound**
- 8,001- 12,000 lbs: from 20 cents per pound to 25 cents per pound**
- 12,001 lbs and above from 30 cents per pound to 35 cents per pound**

Gross weights

- 2,000 lbs or less: from 1 cent per pound to 5 cents per pound**
- 2,001- 8,000 lbs: from 5 cents per pound to 10 cents per pound**
- 8,001- 12,000 lbs: from 10 cents per pound to 15 cents per pound**
- 12,001 lbs and above from 15 cents per pound to 20 cents per pound**

These increases are substantial and may offset or exceed increased revenues accruing to your company due to the increased funding that will be spent on highway construction.

Status as of March 6, 2006: The three transportation proposals are now being debated by the Senate and House conferees, and any transportation funding measures passed at the conclusion of the General Assembly will surely be quite different than the above-mentioned proposals.

However, your three lobbyists, Doug Easter, Lynwood Butner and Peter Easter, realize the particular problem of the proposed registration fees and liquidated damages, and we are working to get these substantially reduced.

The entire situation is in a state of flux, and we will keep you apprised of this situation as it continues to unfold. **Please see the legislative update enclosed.** ❖



NRMCA's Free Pervious Contractor Certification "Train the Trainer"

by **Hessam Nabavi, R.A., Director of Industry Services, Northern Virginia**

On March 14, 2006 NRMCA offered a Free Pervious Concrete Certification, "Train the Trainer," and NRMCA's International Center for Concrete Research in College Park, Maryland hosted over 40 producers, contractors and Association directors from various states. This session focused on the Pervious Concrete Technician level of contractor certification and ran from 8 a.m. to 4 p.m.

This program was designed to create knowledge multiplication about pervious concrete and to develop trainers. The idea is to train trainers to meet the rising demand for pervious concrete. NRMCA's national resource director, Brad Burke from Minnesota conducted the full-day training session. The first part



Brad Burke at "Train the Trainer."



Pervious concrete demonstration at "Train the Trainer."

of his training was to teach the audience the principals of effective teaching method, especially when it comes to adult learning/training. This session was followed by a very informative presentation entitled, "The Why, What, When and How of Pervious Concrete."

During the seminar, Burke interacted with everyone through questions and answers. Attendees had an opportunity to learn not only from him, but also from some of the very knowledgeable pervious contractors who attended the training. In the afternoon Burke and a group of concrete professionals demonstrated the pervious concrete placement process by pouring a pervious concrete pad in the yard of NRMCA's laboratory. ❖

VRMCA Board Member Profile: Dan Joyner

by J. Keith Beazley
Director of Industry Services,
Central Virginia and Hampton Roads

The VRMCAACI School was held in Richmond in February and a record number of supplemental examiners volunteered their time and expertise to make the examination one of the more successful ones, featuring a large number of students.

VDOT assigned a large number of personnel to help with the testing and is in a very supportive position for our efforts to certify ACI qualified people. This exam was the first time that the new form and format was used for the program and the proctors were exposed to the new form of grading.

The class was divided into two parts and a roster of students was maintained at the written portion and the practical portion and a rotation of students was held in the middle of the morning. This division of students allowed for a large number of students to participate and finish the written and practical parts of the exam in a reasonable time frame. The hands-on with equipment section was held at Essex Concrete in Rockville and the written portion was held at the Expo Center in Glenn Allen. Keith Cooke, of Essex Concrete, also supplied the faux concrete for the testing and supplied a large building for the event.

Individuals helping with the examination were: Gary Schepker, of VDOT, Laura Layne, of VDOT, Scott Mogel, of Richmond Ready Mixed Concrete, Kevin Goode, of S.B. Cox, Bob Neal, of Lehigh Cement, Steve Kerr, of W.R. Grace, George Tomaras, of Roanoke Cement, Mark Townsend, of Essex Concrete, Pat Pearce, of TCS, Hank Keiper, of Sefa, Keith Williams, of VDOT, Rhonda Inge, of VDOT, Larry Lundy, of VDOT, L.E. Johnson, of VDOT, Gail Weston, of VDOT, Marie Derby, of Essroc Cement, and Bob Nablo and Keith Beazley, of VRMCA.

These individuals made the certification possible and the VRMCA thanks the individuals and their companies for their time and talents. ❖

Name?

Dan Joyner

Company?

TCS Materials—a subsidiary of Florida Rock Industries

Title?

President

Where is your company located?

Our company operates thirteen ready-mixed plants. Our facilities are located from Richmond to Virginia Beach.

Where is your place of birth/hometown?

I was born in New Orleans and I grew up in Shreveport, Louisiana. I have been living in Williamsburg for fifteen years.

What college or university did you attend?

I attended Northwestern State University.

How many years have you been in the industry?

I have been in the industry for thirteen years. I have spent six years of this time serving as the president for Custom Concrete, and the remainder with Florida Rock Industries.

What current project or activity are you working on?

Currently, I am focusing on completing our new administrative office, which is to be located in Williamsburg. We are moving our dispatch and administrative departments there. We plan to have the facility completed and everyone moved by the end of this summer.

What is the accomplishment you are most proud of?

I have really enjoyed being a part of raising two wonderful daughters and watching them grow to be successful young women. My kids are my proudest accomplishment for sure—with the help of my wife, of course.

What is the best thing about living in Williamsburg?

I love the small town atmosphere and the geographic location. It's great to be only two hours away from either the mountains or the ocean; I love the fact that it's a central spot.

What is the best part of the job?

The people we have. It is really satisfying to be a part of such a diverse group. We have employees from all walks of life and parts of the world, including Latinos, African Americans and even an employee from the former Yugoslavia. I love seeing people from such various cultures work together as a team.

What did you do before this job?

I worked at an Engineering firm in Atlanta, Georgia.

Hobbies?

Well, *hobbies* are activities one pursues on a regular basis. So, I have *interests*—activities I pursue when I have time. I do enjoy fishing, hunting, wood working and fast cars. I love fast cars.

Favorite Vacation Spot?

Louisiana. We enjoy visiting friends and family. I especially love the southern

part of Louisiana—the native culture and of course, the Cajun food.

Family?

I have my wife Cindy, my 25-year-old daughter Crystal and her husband Travis and my 23-year-old daughter Linsey.

UVa or Tech?

I don't really have a favorite here. However, I always pull for the underdog, so in this case it is UVa. They seem to be having a hard time beating Tech these days.

Last Book?

I recently finished *When Pride Still Mattered*, by Pulitzer Prize winner David Maraniss. It is a biography of the life of professional football coach Vince Lombardi.

What is the perfect day off?

The opportunity to go fishing with my dad is always the best. He lives in Louisiana and is 84. I really enjoy watching him have such a good time. ❖



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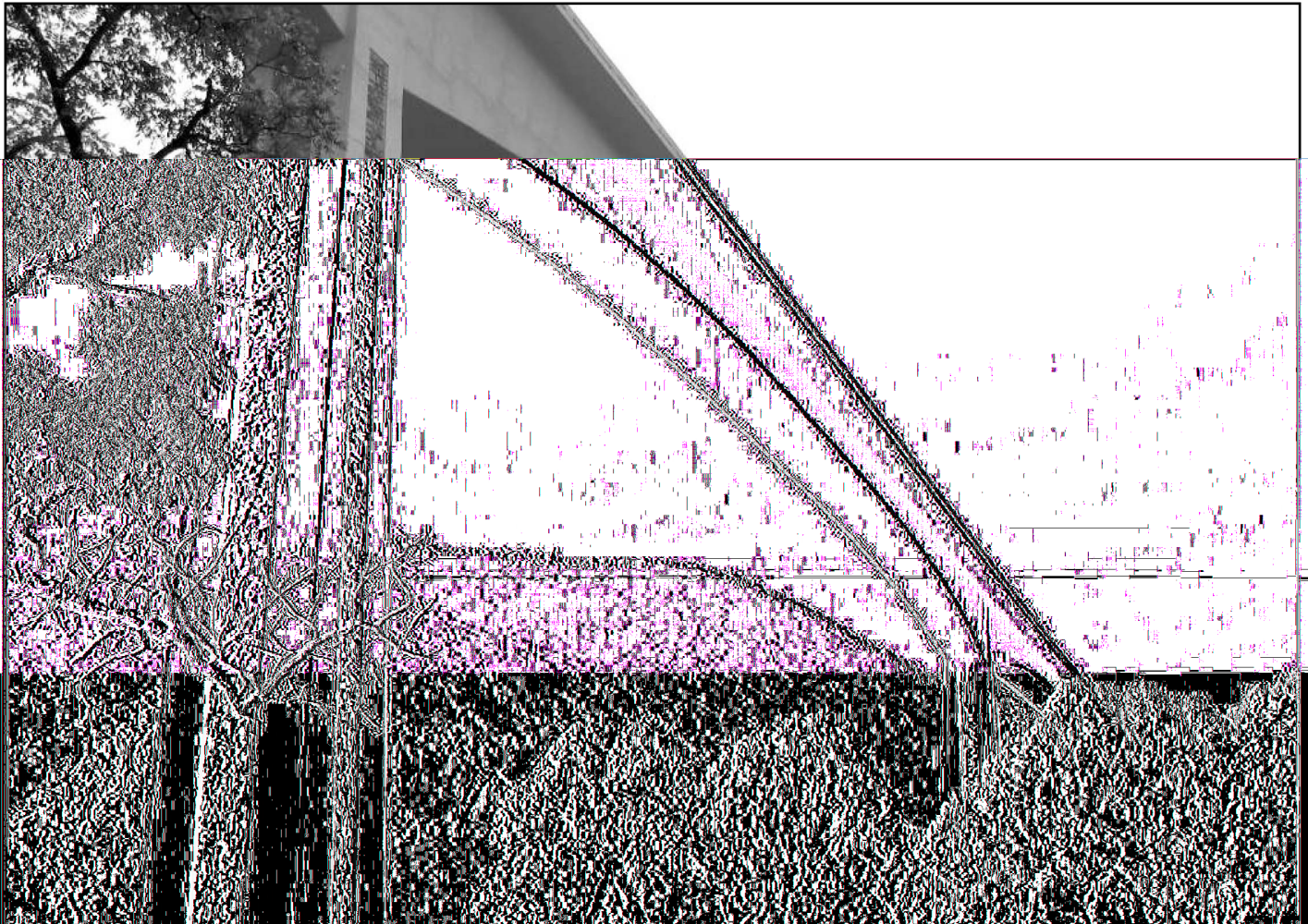
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