



Shenandoah County Uses Pervious Concrete Paving with New Courthouse in Woodstock



Construction of the new courthouse is underway and expected to be completed in April 2011.

**By Bob Nablo,
Director of Industry Services**

Woodstock, in Shenandoah County, is the site of a new District Courts building that features pervious concrete paving for large portions of the parking area.

Designed by Moseley Architects and being constructed by Nielsen Builders, this 2-story, 30,000 sq. ft. building will house the county's General District Court and Juvenile Relations Court, as well as the offices of the Commonwealth's Attorney. Ozark Concrete is installing the pervious concrete, and the county is pursuing a LEED Silver Certification from the USGBC.

The \$8.28 million project's massive concrete pillars and brick exterior complement the neighboring County Administration and Human Services buildings, creating a campus-like appearance. Two stories of insulated glass curtainwall and a tempered glass railing grace the front elevation, providing an open, airy atmosphere.

The building is a wash in natural light. A gated, secured parking area will be provided, and the building will be heated and air conditioned by 42 geothermal wells under one of the parking areas. It is anticipated that the building will be completed in April of 2011. 🚧

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VRMCA
spring convention
TWO THOUSAND AND ELEVEN

MAY 15TH-17TH
THE GREENBRIER RESORT
SULPHUR SPRINGS, WEST VIRGINIA

NVCAC Celebrates the Season with Holiday Luncheon

By Hessam Nabavi,
Director of Industry Services

To celebrate another successful year, NVCAC council decided to wrap up 2010 with a holiday luncheon. This festive event was scheduled for December 9th at the beautiful Algonkian Park Golf Course in Sterling, VA.

The luncheon began with a wonderful buffet by the fireplace. After lunch, Joel Woerl, Sales Manager with Titan Virginia and the 2010 NVCAC Council Chairman gave his closing statement which was inspiring and appreciative. He credited the productivity and profitability of NOVA council to the committees and their members. He then recognized all the committee chairmen for their leadership by complementing them individually for the job well done and a gift as a small token of appreciation.

After Joel, Hessam Nabavi, Director of Industry Services with VRMCA recognized Joel for his leadership and



James Murray with Rowe Materials (left) with Speaker of the Virginia House of Delegates, William Howell and Delegate Mark Cole with Hessam Nabavi (right).



vision with a brief speech and a gift.

For the wrap up, Jeff Slagle, General Manager with Rowe Materials and the 2011 incoming NVCAC Council Chairman made some remarks about the importance of VRMCA and the NOVA Council. He encouraged everybody to

participate with the council's activities and to become more involved in 2011.

VRMCA is very grateful of all the member companies and members for their participation in NVCAC Council and their tireless effort to promote the ready mix industry. 🚚



1.



2.

HOLIDAY LUNCHEON HIGHLIGHTS

1. NVCAC incoming chair, Jeff Slagle, speaks of the importance of VRMCA and the NOVA Council. 2. Joel Woerl thanks the committee chairmen for their leadership. 3. Hessam Nabavi presents a gift to Joel Woerl for his leadership. 4. The NVCAC Promotional Team.



3.



4.

“Concrete Solutions for Sustainability” Focus of the Advisory Councils Winter Educational Programs

By J. Keith Beazley,
Director of Industry Services

The Hampton Roads and the Central Virginia Concrete Advisory Councils are presenting “Concrete Solutions for Sustainability” as the topic for the Winter 2011 Educational Series Program. The program will be held in Virginia Beach on Wednesday, February 23rd and on Thursday, February 24th, in Richmond. The program will include a luncheon for attendees.

The Sustainability movement is a reality. Architects, engineers, specifiers, and contractors are faced with the challenge of how to produce functional buildings that expected to be more en-

vironmental friendly, socially acceptable, and economically beneficial. The seminar will provide the design and construction team with objective information on concrete’s characteristics and the new and innovative manufacturing, design, and construction practices. The seminar will present information on carbon footprint, thermal transmission and thermal mass and storage, longevity, and service life, and stormwater management.



Kelly McGinnis

The speaker will be Kelly McGinnis, Coordinator of Sustainable Development, Portland Cement Association. Kelly is responsible for educational effects of the PCA with architects, engineers and contractors throughout the United States. The seminar is a joint effect of the Hampton Roads and Central Virginia Concrete Advisory Councils. Additional information or questions can be addressed to Keith Beazley, VRMCA. 🚚



S.B. Cox Ready Mix gets into the holiday spirit with this display near Short Pump in Richmond.

NEWS BRIEFS

“Green Asphalt” is Being Tested at Phoenix School Parking Lot

A January 18 article posted on the Web site Cnet.com reports that a Phoenix charter school in late December became the testing ground for “green asphalt,” a concrete-based reflective covering designed to make asphalt surfaces cooler and more durable.

Phoenix-based Emerald Cities installed the coating at the school to demonstrate the viability of the technology to city leaders and contractors, company CEO Sheri Roese said yesterday. You can read more online at http://news.cnet.com/8301-11128_3-20028819-54.html#ixzz1C9KkdKQM.

Is the Future Paved with Heated Concrete?

We turn now to the Windy City, also known as Chicago, also known for some pretty chilly winters. A January 21 Chicago Tribune article describes the pros and cons of installing heated concrete sidewalks. Does it turn hardy city residents into weather wimps or simply reduce the chances of a broken ankle? Or both? For the full article, visit <http://www.chicagotribune.com/news/columnists/ct-met-schmich-0121-20110121,0,80350.column>. 🚚



For coverage in future issues, send press releases and photos to marci.malinowski@easterassociates.com or mail to:

VRMCA Newsletter
600 Peter Jefferson Parkway, Suite 300
Charlottesville, VA 22911

Submissions may be edited for length. Inclusion is not guaranteed and may be excluded due to space.



Virginia Ready Mixed Concrete Association
Central Virginia Concrete Advisory Council
Hampton Roads Concrete Advisory Council
present

THE WINTER 2011 EDUCATIONAL SERIES PROGRAM
Concrete Solutions for Sustainability

The Sustainability movement is reality. Architects, engineers, specifiers, and contractors are faced with the challenge of how to produce functional buildings that are expected to be more environmentally friendly, socially acceptable, and economically beneficial. This seminar will provide the design and construction team with objective information on concrete's characteristics and new and innovative manufacturing, design, and construction practices. Information includes carbon footprint, thermal transmission and thermal mass and storage, longevity and service life, stormwater management.

The speaker will be Kelly McGinnis, Coordinator of Sustainable Development, Portland Cement Association. Ms. McGinnis has earned a BS Degree in Environmental Science and Ecology from Evergreen State College, Olympia, Washington. She has worked for the Washington State Department of Ecology, the USDA Forest Service, and the Washington State University. Kelly is responsible for educational efforts of the PCA with architects, engineers and contractors throughout the United States. (Please Note: Architectural CEU and PE Learning Credits will be provided.)

Who Should Attend?

Architects and Professional Engineers, Municipal Engineers and Planners,
Contractors, Specifiers, Local Municipal Stormwater Management Specialists

Two Locations and Dates for Your Convenience

VIRGINIA BEACH

Date: Wednesday, February 23, 2011
Place: Holiday Inn Hotel and Conference Center
5655 Greenwich Road
Virginia Beach, VA 23462
Time: 11:30 a.m. – 1:00 p.m.
Cost: \$35.00 per person

Reservations: Contact Lee Flemming at 757/647-9409 or email lee.flemming@lafarge-na.com. Payment by cash or check at door. (Concrete Advisory Council). Please bring the completed form below.

Name: _____

Company or Firm: _____

Address: _____

E-mail: _____

RICHMOND

Date: Thursday, February 24, 2011
Place: Meadowbrook Country Club
3700 Cogbill Road
Richmond, VA 23234
Time: 11:30 a.m. – 1:00 p.m.
Cost: \$35.00 per person

Reservations: Contact Allison Carrigan at 804/201-1015 or email allison.carrigan@lafarge-na.com. Payment by cash or check at door. (Concrete Advisory Council). Please bring the completed form below.

**Both locations
will include a
special luncheon**



NRMCA Submits Proposals for 2012 Green Construction Code, LEED Conference

NRMCA has submitted proposals for the International Green Construction Code (IgCC) and LEED 2012 during each of the public comment periods. In 2009, the International Code Council (ICC) launched the development of new International Green Construction Code (IgCC), setting minimum criteria for green building design and performance of new and existing commercial buildings. The first version of the code was finalized in March and NRMCA provided a series of public comments that attempted to position concrete as the sustainable material of choice in the code.

Erin Ashley, NRMCA senior director of sustainable construction, participated in the public comment hearings that were held in August in Chicago. Public Version 2.0 of the code was issued in November with the comment period available through December 2010. NRMCA provided 13 comments addressing:




- The use of Life-Cycle Assessment in the Code;
- Ensuring that standard concrete be considered a “default material” for the heat island mitigation;
- Incorporation of a standard ASTM definition of pervious concrete in the code;
- Providing ready mixed concrete from an NRMCA Certified Sustainable Concrete Plant.

Proposals are expected to be posted by the ICC on Friday, March 25. The code development hearings scheduled for May 16-22 in Dallas.

LEED 2012, the successor to the current LEED 2009 was released for public comment. The public comment draft

of LEED 2012 is a general update and expansion of the technical content and organization of LEED. The first public comment period will result in a rating system ballot in August 2012. A second public comment period will be heard in July which will result in a second system ballot in November 2012.

The current draft of LEED 2012 is vastly different than the LEED 2009 known by ready mix professionals, Ashley said. However, it is unclear what the finalized product will be. NRMCA has submitted comments which address the use of recycled content, regional materials, acoustical systems and the incorporation of NRMCA’s Sustainable Plant Certification.


For more information on the specific proposals or questions on the IgCC or LEED comment process, contact NRMCA’s Erin Ashley toll free at 1-888-846-7622, ext. 1306 or by e-mail, eashley@nrmca.org. 

Virginia Concrete Conference Announced “Concrete: Make Every Dollar Count”

The Annual Virginia Concrete Conference for the Virginia Transportation Industry will hold the annual conference on March 3-4, 2011, in the Sheraton park South Hotel in Richmond. The conference provides an annual forum for the exchange of information and technology transfer with focus on concrete pavements and structures, as well as concrete materials. Emphasis will be place on technical advancements and improvements and the viability of concrete for transportation applications. Industry and governments experts will join us to share their knowledge and experiences in their field of expertise.

The Conference is being hosted by the American Concrete Pavement Association, the Virginia ACI, the Virginia Ready-Mixed Concrete Advisory Council, the Precast Association, VDOT, and the Federal Highway Administration. A steering committee is composed of representatives from each group and the committee works throughout the year to develop an agenda and program format with topics of current interest and up-to-date information on transportation issues.

The program will be of special interest to the Virginia Ready Mixed Concrete Association membership with a special section of “Local Streets and Roads” is included in the program on Friday. The program will be presented by Phil Kresge, National Ready Mixed Concrete Association, Senior National Resource Director. As part of this section, the specification For Local Streets and Roads in the VDOT Specification Book will be covered and explained. Local Streets and Roads are a special marketing effort of the NRMCA and the VRMCA in 2011.

Support is needed from our industry to network with industry’s leading professionals and to show our support for the Governor’s drive for the Funding in Transportation. Please make every effort to attend this year as part of the drive for more concrete usage in the Virginia roadway system. Any questions about the conference or reservations please call Keith Beazley at 804/347-7003. 



Virginia Ready-Mixed
Concrete Association

VRMCA Technical Bulletin #6

Quick Reference Guide for Residential Concrete Construction (Virginia Edition)

I: Sub-grade Preparation

The sub-grade should be free of topsoil and other organic materials prior to placement. The sub-grade should be of reasonably uniform soil type and compacted. Correct any soft or muddy spots. For exterior flatwork the finished elevation of sub-grade must be high enough to allow water drainage away from the concrete. In dry weather the sub-grade should be pre-dampened one day before placement. Do not place concrete on frozen sub-grade or sub-grade where water is free standing.

II: Concrete Quality

Concrete should have a design strength as shown in the following table for the intended application.

Type and location of concrete construction	Minimum Design Strength	
Basement walls and foundations not exposed to the weather	2500	{IRC 2006, R 402.2}
Basement slabs and interior slabs on grade, except garage slabs	3000	{ACI 302-04}
Basement walls, foundation walls, exterior walls and other vertical surfaces exposed to the weather	3000 ⁽¹⁾	{IRC 2006, R 402.2}
<u>Driveways, walkways</u> , porches, carport slabs, and steps exposed to weather and garage floor slabs.	3500 ^{(1) (2)}	{IRC 2006, R 402.2}

(1) Concrete for use in these applications will have potential exposure to freezing and thawing in a moist condition and must be air entrained. (2) The IRC permits the use of a 3500 psi design strength when used in Residential Use Groups R-1, R-2, R-3, R-4, R-5. However, 4500 psi is recommended by ACI 332 for increased durability when the concrete will be exposed to moisture during freezing and thawing cycles or where deicer salts may be used. For minimum strength requirements for other building use groups consult with the International Build Code or your local building official.

All **exterior concrete** shall be air entrained.

Do not use air entrained concrete for **interior concrete floors** that will be hard troweled (excluding garage slabs) unless the concrete will be exposed to freezing and thawing during construction or service. Note: Air entrained concrete is highly prone to the development of blisters and delaminations when hard troweled. If air entrained concrete is used special care must be taken to avoid sealing the surface before bleeding has stopped. For garage slabs, the IRC permits the air content to be decreased to a minimum of 3% provided that the concrete design strength is increased to not less than 4000 psi.

Limit **slump** of the concrete to a maximum of 5 inches, unless a plasticizing agent is used to further increase the slump.

Do not use calcium chloride in the concrete where color uniformity is important as this may result in a dark discoloration of the concrete surface. Also, the use of calcium chloride should be restricted in reinforced concrete and not permitted in concrete containing embedded dissimilar metals or aluminum. If dry flake calcium chloride is to be used it must first be mixed in a water solution before being added to the concrete – do not add dry flake calcium chloride directly to the concrete.

III: Joints:

1: **Isolation {expansion} Joints**: Provide a full-depth isolation joint at the perimeter of concrete floors and slabs where they abut any wall or other fixed building elements such as stoops, columns, etc.

2: Control {shrinkage} Joints: Saw-cut or form joints in all slabs when it is necessary to minimize random cracking. Locate joints in slabs at intervals not to exceed 15 feet in either direction. Where greater control of cracking is needed, such as in driveways, the joint spacing should not exceed 30 times the slab thickness; example 4" slab X 30 = 120" or 10'. The panel formed by the joint layout should be as square as possible, but the length should not exceed 1 ½ times the width. The joint depth for saw-cut joints should be a minimum of ¼ the slab thickness, except when early entry saw cutting is used the minimum depth should be ¾". If welded wire fabric reinforcement is used, do not extend it across the locations of control joints.

3: Joint Sealing: Seal joints in exterior flatwork when the sub-grade is a clay soil.

IV: Placing and Finishing:

Place concrete as close to final position as possible and avoid segregation of the concrete. Bullfloat with a wood or magnesium bullfloat immediately following strike-off and before bleed water comes to the surface. **Do not** float or trowel the surface while any free water is present. Do not add water to the surface during finishing. Do not dust surface with dry cement.

For **exterior slabs** float if needed, but **do not trowel**. Avoid or minimize the use of power float machines on exterior slabs. Apply final finish texture by brooming or burlap drag.

For **interior slabs** float and trowel as necessary to achieve the desired finish. Do not trowel the apron area of a garage slab that will be exposed to the weather.

V: Curing:

Protect concrete from freezing for a minimum of 7 days following placement. Note: Some methods of protection may include heating the area or covering the concrete with insulating material such as insulated blankets or straw. Covering the concrete with plastic sheeting, alone, is not adequate to prevent heat loss. Heaters used in an enclosed or partially enclosed area must have the exhaust vented to the outside to prevent damage to the concrete from carbon dioxide fumes.

Additionally, protect concrete from moisture loss by curing with one of the following methods:

- a. Cover concrete with wet burlap and keep wet continuously for 7 days. Do not let the concrete dry out and do not allow alternate wetting and drying of the concrete.
- b. Cover concrete with plastic sheeting, securing the edges and lap seams to prevent loss of moisture from the concrete. Keep in place for a minimum of 7 days. Note: Do not use clear plastic on concrete where color uniformity is important.
- c. Apply a curing compound by sprayer or roller. Keep foot and vehicle traffic off for 7 days. Note: Do not use curing compound on interior floors where an adhesive will be used to secure a vinyl or sheet floor covering.

Start the curing method as soon as the concrete has hardened enough to resist scuffing of the surface.

This Quick Reference Guide to Residential Concrete Construction has been provided as an industry service by the Virginia Ready-Mixed Concrete Association Technical Committee to promote improved quality in concrete construction. Virginia Ready-Mixed Concrete Association, 600 Peter Jefferson Parkway, Suite 300, Charlottesville, VA 22911, phone 434-977-3716, 2011.

NOTE: This guide is as a synopsis addressing the more pertinent materials and construction issues related to residential concrete construction. The recommendations are based on both code and industry standards. However this guide does not claim to address all the specification and code requirements. The user of this guide is advised to consult with local and state code requirements. More detailed information can be obtained from:

Portland Cement Association @ 1-847-966-6200: publications; Residential Concrete #LT202HC; Design and Control of Concrete Mixtures #EB001TC

American Concrete Institute @ 1-248-848-3700: publications; ACI 302 Guide for Concrete Floor and Slab Construction; ACI 332-10 Code Requirements for Residential Concrete; ACI CCS-1 Concrete Craftsman - Slabs on Grade

International Code Council, Inc. @1-888-422-7233, International Residential Code, 2006; International Building Code, 2006.

O'Brian Assumes Chair of Southwest Virginia Council

By Bob Nablo,
Director of Industry Services

Robert O'Brian of Lynchburg Ready Mix has assumed the duties of Chairman of the Southwest Virginia Advisory Council, with Frank Caldwell of Chandler Concrete stepping down after a successful two-year term. O'Brian chaired his first monthly business meeting on January 19 and took the opportunity to present Caldwell with a handsome plaque and the appreciation of council members.

O'Brian "hit the ground running", taking the time to revisit items remaining on the council's "to do" list from last year and to offer suggestions on promotional and training projects for 2011. Among his changes were the creation of a new subcommittee to oversee the goals of VRMCA's Streets and Local Roads promotion, and the suggestion that business meetings include brief presentations on topics of immediate interest by members of the construction industry. It is hoped that these presentations will not only bring members up to date on changes within the industry, but will also lead



Frank Caldwell (left) accepts appreciation plaque from Robert O'Brian.

to further discussions with design and construction professionals.

Old Business topics on the agenda included the planning and scheduling of a winter seminar, the ongoing ACI Grade 1 Field Technician classes, and the funding of council projects. It was decided to revisit some older ideas on

staging events that can not only pay their own way, but also generate new funds for the council bank account.

Council members thanked Frank Caldwell for his excellent leadership and enthusiasm, and look forward to two years with Robert O'Brian at the controls! 🚧

VRMCA Winter Board Meeting and Visits with Legislators



Above left: Doug Easter, VRMCA Executive Director, gives the meeting attendees an overview of state legislative issues.



Above center: Kerri Leininger, NRMCA, talks with VRMCA President, Larry Bullock about legislative issues on a National level.



Above right: Doug Easter, Larry Bullock and Charlie Wodehouse, TCS Materials, prepare to visit the legislators at the General Assembly.



Concrete Solutions Today for a Solid Tomorrow

CONCRETE FACTS

Concrete is a widely used construction material. Concrete is literally the foundation of our homes, communities and cities. As such it has a critical role to play in the future success of sustainable development.

- Concrete is strong and durable, resistant to deterioration and damage.
- Concrete is versatile, allowing a large range of shapes, textures and structural approaches to create the function, look and feel appropriate to the project.
- Concrete can be made with reclaimed industrial materials that would otherwise burden landfills. At the end of a concrete building or pavement's usable life, concrete can be recycled. In the United States, 140 million tons of concrete are recycled each year.
- Pervious concrete parking lots percolate stormwater into the soil, recharging aquifers and preventing polluted runoff from overwhelming streams and lakes.
- Concrete's light color reflects more light at night, reducing lighting infrastructure and energy costs.
- Impervious concrete roofs support green landscaping, reducing water runoff and reducing heat island effect.
- **Concrete is manufactured locally.** The average distance in the U.S. between a ready-mixed concrete plant and a project site is only 14.2 miles.
- Forty-four years after placement, part of Rt. 15 in Farmville, VA, carries heavy logging and other trucks, yet has required only minimal maintenance.

Virginia Ready Mixed Concrete Economic Data

Number of Ready Mixed Concrete Plants in Virginia	151
Number of Cubic Yards Produced in Virginia	6,466,000
Payroll Dollars in Virginia	\$90,000,000
Sales Tax Generated in Virginia	\$33,750,000
Number of Employees in Virginia (Delivery, Production, Administrative, Support, Etc.)	2,496
Total Value of Shipments in Virginia	\$675,000,000

Source: www.cement.org

Legislative/Administrative Issues

- ➔ **Sufficient, long-term sustained transportation funding.**
- ➔ **Greater consideration of concrete in VDOT pavement selection process (alternative bids).**
- ➔ **Maintain laws regarding weight for ready mixed concrete mixer trucks.**
- ➔ **Maintain Virginia's Right to Work Laws.**



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Pitfalls to Avoid When Using Industry Wage Surveys



**By John G. Kruchko
and Kathleen A. Talty**

A company's salary structure is a significant component in attracting "the best and the brightest" of candidates and also in retaining the existing complement of valuable employees. An attractive and competitive salary can be the deciding reason in a candidate's decision to accept an offer of employment. Similarly, a competitive salary structure is an effective means of retaining existing personnel and contributing to positive employee morale. Of course, a company's ability to offer the salary structure is dependent upon the company's over-all economic health. However, other factors frequently contribute to how salary compensation decisions are made by many employers.

One factor often relied upon by many employers is wage survey studies in which companies within comparable industries participate and which set out the salary levels for a variety of positions. The salary levels can be set out in ranges or bands which are dependent upon variations in experience and/or education. The sharing of such wage information by employers in comparable industries may at first glance appear to be a wise business practice, particularly during difficult economic times. However, employers need

to be aware that the participation in such wage sharing may implicate the antitrust laws and could result in substantial civil and criminal consequences, if it is found that the employers' practice is found to constitute a conspiracy to fix wages at compressed rates and, therefore, a violation of the Sherman Act.

Section 1 of the Sherman Act prohibits unreasonable restraints of trade and provides in part: "Every contract, combination....or conspiracy in restraint of trade or commerce....is illegal." Antitrust violations are punishable by criminal penalties, including imprisonment, as well as civil penalties, including trebled damages and attorneys' fees. While antitrust enforcement is mainly focused on anticompetitive pricing practices, the breadth of the antitrust laws also applies to the exchange of information concerning compensation within industries. In other words, wage surveys that are often utilized by employers when establishing or re-evaluating employee compensation levels come within the purview of the antitrust laws.

The antitrust implications with the use of employer wage surveys has drawn attention in recent years as a result of a series of lawsuits that were funded by the Service Employees International

Union ("SEIU") as part of its nation-wide organizing efforts of Registered Nurses at numerous hospitals. These lawsuits, which were largely an attempt by the SEIU to exert pressure on employers whose employees the SEIU sought to represent, alleged that the hospitals who participated in certain wage surveys violated the Sherman Act because the activities were per se or "automatically" unlawful due to the fact that the wage surveys unreasonably restrained trade.

Alternatively, SEIU argued that wage surveys violated the Sherman Act by application of a rule-of-reason analysis (which is a more fact-driven analysis) because the surveys resulted in anticompetitive effects that significantly outweighed any procompetitive benefit, which is deemed lawful.

In support of the claims that the employers' participation in and use of the wage survey data constituted antitrust violations, the plaintiffs in the SEIU-funded lawsuits alleged that representatives from the different employers regularly telephoned one another to determine the wages that were being paid by the different employing entities, that some of the employers conducted informal surveys of the wages that other employers were paying, that the information on

“To avoid potential antitrust claims, employers may decide to discontinue their participation in industry wage surveys. However, that drastic step may not be necessary if employers follow certain guidelines.”

wages was shared among the employers at job fairs, association meetings and other gatherings and that the wage data encompassed current, as well as future projections on wage levels. According to the plaintiffs, the totality of the employers' actions was designed to depress the wage levels for employees.

In considering arguments that compensation/benefits surveys that are shared by a group of employers lead to a depression of wages in an industry, the courts look to several factors. These factors include: 1) the timing (i.e., how current is the wage information); 2) the availability of the information to the general public; 3) the specificity of the information; and 4) the purpose of the information exchange.

Each of these factors will be weighed and assessed by the court in making its determination. There is the existence of one element in the analysis that will likely result in a court finding a violation of the antitrust laws. If the wage data that is shared represents future wages, a court will most likely conclude that the information is anti-competitive and, therefore, a violation of the antitrust laws.

To avoid potential antitrust claims, employers may decide to discontinue their participation in industry wage surveys. However, that drastic step may not be necessary if employers follow certain guidelines. The Federal Trade Commission (“FTC”) and the Justice Department issued a joint policy statement that addresses the acceptable components of shared wage information.

If the conditions set forth in the joint


statement are satisfied, the wage survey should fall within the “antitrust safety zone” and, thus, the participants should avoid antitrust liability. While the joint statement was issued for employers in the healthcare industry, legal practitioners generally regard the conditions in the joint statement to be applicable to all industries.

According to the joint statement, the Justice Department and the FTC will not challenge, “absent extraordinary circumstances,” participation in wage or salary surveys if the following conditions are met:

(1) the survey is managed by a third-party (e.g., a purchaser, government agency....consultant, academic institution, or trade association);

(2) the wage information provided by survey participants is based on data more than 3 months old; and

(3) there are at least five employers reporting data upon which each disseminated statistic is based, no individual [employer's] data represents more than 25 percent on a weighted basis of that statistic, and any information disseminated is sufficiently aggregated such that it would not allow recipients to identify the ... compensation paid by any particular [employer.]

In addition to the above conditions, it is also advisable that users of the wage data do not engage in an excessive amount of conversation and discussion among and between the participating employers concerning the wage data that is the subject of the survey. 

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John G. Kruchko is a Partner with the Management Labor & Employment Law Firm of Kruchko & Fries in McLean, Virginia; Kathleen Talty is a Senior Counsel with the Firm. For more information, please contact Mr. Kruchko at 703/734-0554 or Ms. Talty at 410/321-7310 or JKuchko@KruchkoandFries.com, or KTalty@KruchkoandFries.com. This article is published for general information purposes, and does not constitute legal advice.

On the Horizon

Calendar of Upcoming Events

FEBRUARY 8, 2011

HRCAC Business Meeting

11:30 AM-1:00 PM
Holiday Inn Executive Center
5655 Greenwich Road
Virginia Beach, VA

FEBRUARY 9, 2011

SWCAC Business Meeting

8:00 AM-9:30 AM
The Roanoker Restaurant
2522 Colonial Ave
Roanoke, VA

FEBRUARY 10, 2011

NVCAC Business Meeting

7:30 AM-10:00 AM
Manassas, VA

FEBRUARY 15, 2011

CVCAC Business Meeting

11:30 AM-1:00 PM
Meadowbrook Country Club
3700 Cogbill Road
Richmond, VA

FEBRUARY 16, 2011

BRCAC Business Meeting

12:00 NOON-1:30 PM
Rowe's Family Restaurant
74 Rowe Road
Staunton, VA

FEBRUARY 23, 2011

HRCAC Winter Educational Series

11:30 AM-1:00 PM
Holiday Inn Executive Center
5655 Greenwich Road
Virginia Beach, VA

FEBRUARY 24, 2011

CVCAC Winter Educational Series

11:30 AM-1:00 PM
Meadowbrook Country Club
3700 Cogbill Road
Richmond, VA

Please visit the online calendar for an up-to-date list of events.
www.VRMCA.com/calendar



WHEN SO MUCH IS RIDING ON
YOUR CHOICE OF CEMENT,
MAKE THE **RIGHT** CHOICE

THE **RIGHT** PRODUCT & SERVICE
IN THE **RIGHT** PLACE
AT THE **RIGHT** TIME

Roanoke Cement has supplied ready-mix producers and the construction industry with consistent, dependable, high quality cement for over 50 years.

A superior product, backed by excellent customer service, the latest technology, and reliable distribution shows our commitment to serve our customers.

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The Smart Road bridge, at 175 feet tall, is Virginia's tallest bridge. Approximately 9,647 cubic yards of high-strength concrete were used to construct the 2,000-foot long bridge.

ROANOKECEMENT™
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Virginia Concrete Conference

"CONCRETE: MAKE EVERY DOLLAR COUNT"

Sheraton Park South Hotel, Richmond, VA

March 3-4, 2011

Join us for the **2011 Annual Virginia Concrete Conference** for the Virginia Transportation Industry. The Conference provides an annual forum for the exchange of information and technology transfer with focus on concrete pavements and structures, as well as concrete materials. Emphasis will be placed on technical advancements/improvements and the viability of concrete for transportation applications. Industry and government experts will join us to share their knowledge and experiences in their field of expertise.

The Conference is being hosted by the American Concrete Pavement Association, Mid-Atlantic Chapter, the Virginia Chapter of ACI, the Virginia Ready-Mixed Concrete Advisory Council, the Precast Concrete Association of Virginia, the Virginia Department of Transportation and the Federal Highway Administration.

Don't miss this opportunity to network with the industry's leading professionals as you learn about the latest developments in concrete, pavements and bridges - topics include: Accelerated Bridge Construction; Long-Term Bridge Program; DOT Experiences with Alternate Bidding; Cost-Effective Drainage Structures; Quiet Concrete Pavements; and Streets & Local Roads Resources. Please join us and learn about

"CONCRETE: MAKE EVERY DOLLAR COUNT."

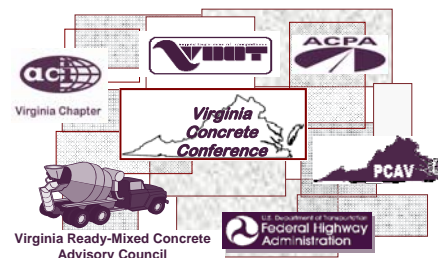


Call for Exhibitors

Again this year, vendor exhibit tables will be set up during the Conference displaying products and services from the cement and concrete industry. **All breaks and the reception will be held in the exhibit area.** Exhibitors will be recognized throughout the Conference. To show industry support and to help offset the event cost, we are encouraging you to join these companies who have already signed up:

ACPA, Mid-Atlantic Chapter
Carolina Stalite Co.
Central Atlantic Bridge Associates
Chase Construction Products
Chem-Crete
CTS Cement Mfg. Corp.
E-Z Drill, Inc.
FHWA
Kaufman Products, Inc.

Precast Concrete Assn. of VA
Quikrete
Sigma Development Group, LLC
Silica Fume Association
Siva Corrosion Services, Inc.
The Fort Miller Co., Inc.
Tom Brown, Inc.
Trans Con Supply
Vector Corrosion Technologies



Exhibits will be limited to tabletop displays and booth displays that fit into a 8'x8' space. Space includes a 6' skirted table, two chairs and a wastebasket. Booth fees are \$350 for members and \$500 for non-members and will include one complimentary registration. If you need electrical service, please check the appropriate box on the Registration Form. Set up time is from 9:00 a.m. to 11:00 a.m., Thursday, March 3, displays may be taken down after 11:00 a.m. on Friday, March 4.

Time is of the essence and space is limited! Please complete the Registration Form and submit to the **ACPA, Mid-Atlantic Chapter no later than February 11, 2011.**

Door Prize Sponsorship

The sponsoring organizations hope that you will consider contributing to the door prizes. The prize drawings at the close of the Conferences in the past have been very well received and provided a fitting conclusion to the Conference.

All prize sponsors will be widely recognized during the Conference. Please complete the Registration Form and at the minimum we hope you will support the Conference by attending.

Please send an electronic version of your company's logo to: Sherry Braafhart at sherryb@pavement.com no later than February 11, 2011.

Registrations

Conference Registrations: Please complete the **Registration Form** and fax to the **ACPA, Mid-Atlantic Chapter** at (877) 204-2626. Feel free to photocopy the form if more than one individual will be attending from your company.

Hotel Reservations: A block of rooms is being held for overnight accommodations at a special rate of \$87 per night plus tax. When making reservations, call the **Sheraton Park South Hotel, 9901 Midlothian Turnpike, Richmond, VA** at (800) 525-9538 and ask for the **"Concrete Conference"** room block. **The deadline for hotel reservations is February 11, 2011.**



Virginia Concrete Conference

Thursday, March 3, 2011

11:00 a.m.—

1:00 p.m. Registration (Exhibits Open)

1:00–1:10 p.m. Welcome—Bob Long, ACPA

1:10–1:30 p.m. Opening Comments—Sean Connaughton,
VDOT, Secretary of Transportation & Irene Rico,
FHWA, Virginia Division

Moderator: Bob Long, ACPA

1:30–2:30 p.m. DOT Experiences with Alternate Bidding —
TBD, MoDOT & Bob Long, ACPA,
Mid-Atlantic Chapter

2:30–3:00 p.m. Cost-Effective Drainage Structures —
TBD, Company

3:00–3:30 p.m. Break (Exhibits Open)

Moderator: Marie Derby, VA ACI/Essroc Italcementi Group

3:30–3:45 p.m. ACI Concrete Award Presentation—
Hank Keiper, VA ACI/The SEFA Group

3:45–4:15 p.m. Make Every Day Count —
Louis N. Triandafilou, P.E., FHWA

4:15–4:45 p.m. Self-Consolidating Concrete Applications —
Celik Ozyildirim, Ph.D., P.E., VTRC

4:45–5:15 p.m. Chincoteague Bridge, Lessons Learned—
Henri Sinson, Hardesty & Hanover, LLP

5:15–7:15 p.m. Reception (Exhibits Open)

Dinner on your own.

Count on Concrete

Friday, March 4, 2011

7:00 a.m.-8:00 a.m. Registration and Continental Breakfast (Exhibits Open)

Concurrent Breakout Sessions

PAVEMENT BREAKOUT SESSION

Moderator: Mohamed Elfino, P.E., Ph.D., VDOT Materials

8:00–8:15 a.m. Update on FHWA's Advanced Concrete Pavement
Technology—Sam Tyson, FHWA

8:15–9:00 a.m. Streets & Local Roads Resources —
Phil Kresge, NRMCA & Crystal Smith, VDOT

9:00–9:30 a.m. Quiet Concrete Pavement —
Larry Scofield, ACPA

9:30–10:00 a.m. MIT's Concrete Sustainability Hub: Life Cycle
Analysis — TBD, Company

10:00–10:30 a.m. Break (Exhibits Open)

Moderator: Bob Nablo, VRMCAC

10:30–11:00 a.m. Full-Depth Reclamation in Virginia —
Tim McConnell, PCA

11:00–11:30 p.m. Successful Rehabilitation of I-664, Newport News —
Thomas R. Tate, VDOT & TBD, Company

11:30 a.m.—

12:00 p.m. Concrete Pavements for PPP, Design Build &
Toll Facilities — Dan Dawood, The Transtec
Group, Inc.

BRIDGE BREAKOUT SESSION

*Moderators: Julius F. Völgyi, Jr., P.E., VDOT Structure & Bridge,
& Rodolfo Maruri, P.E., FHWA, Virginia Division
Center*

8:00–8:30 a.m. Long Term Bridge Program—Michael Brown,
VTRC

8:30–9:00 a.m. Update on HPC Performance Specifications
Pilot Projects—Celik Ozyildirim, Ph.D., P.E.,
VTRC

9:00–9:30 a.m. Laboratory & Field Evaluations of Corrosion
Resistance Reinforcement—Stephen Sharp,
VTRC

9:30–10:00 a.m. Long Term Effect of Creep & Shrinkage on
Segmental Bridges—Teddy Theryo, Parsons
Brinckerhoff

10:00–10:30 a.m. Break (Exhibits Open)

Moderator: Ed Page, PCAV/Hanson Pipe & Precast, Inc.

10:30–11:00 a.m. Accelerated bridge Construction; Raising the
Bar—Claude S. Napier, Jr., P.E., FHWA,
Resource Center

11:00–11:30 a.m. I-95 Accelerated Bridge Project (11 Bridges)—
Philip Jones, URS Corporation and Siva
Venugopalan, SCS, Inc.

11:30 a.m.—

12:00 p.m. Lightweight Concrete for Accelerated Bridge
Construction—Reid W. Castrodale, Carolina
Stalite Company



12:00 p.m.

Conference Closing: Charles (Andy) Babish, VDOT Materials
Door Prize Drawings (Must be present to win.)

Virginia Concrete Conference

March 3-4, 2011

Registration Form

Name:		
Nickname for Badge:		Job Title:
Company:		District/Office:
Office Address:		City, State, Zip:
Phone: ()	Fax: ()	Email Address:

Registration Fees

- | | |
|--|---|
| <input type="checkbox"/> \$25.00 Student/Universities | <input type="checkbox"/> \$50.00 VDOT/Government/Municipalities |
| <input type="checkbox"/> \$65.00 ACPA/ACI/PCAV & VRMCA Members | <input type="checkbox"/> \$85.00 Non-Member Industry |

I plan to attend the following Breakout session and meal function(s):

- | | |
|--|--|
| <input type="checkbox"/> Pavement Breakout Session | <input type="checkbox"/> Bridge Breakout Session |
| <input type="checkbox"/> Thursday Evening Reception, March 3, 2011 | <input type="checkbox"/> Friday Continental Breakfast, March 4, 2011 |

- | | |
|---|--|
| <input type="checkbox"/> Enclosed is a check for \$_____. | <input type="checkbox"/> Please bill me. |
|---|--|

NOTE: Recommended attire is business casual.

Exhibit Booth

- | | | |
|---|---|---|
| <input type="checkbox"/> Sign me up for an Exhibit Booth space. | <input type="checkbox"/> \$350 (Member) | <input type="checkbox"/> \$500 (Non-Member) |
| <input type="checkbox"/> Yes, I will need electric hook-up for the booth. <i>The fee includes one complimentary registration. Display booths are limited, please fax the completed form today to (877) 204-2626 to reserve your booth space.</i> | | |
| Complimentary registration for: Name: _____ | | |
| <input type="checkbox"/> Please contact the ACPA Mid-Atlantic Office (717) 441-3506 for a copy of the exhibit room layout and then indicate your first, second and third choice for booth placement. Please indicate any companies you do not want to be placed beside: _____ | | |
- | | | |
|------------|------------|------------|
| 1st Choice | 2nd Choice | 3rd Choice |
|------------|------------|------------|

Door Prize Sponsorship

- | | |
|---|--|
| <input type="checkbox"/> I will donate the following prizes(s) for the Conference "Prize Drawing":
Prize Description: _____ | |
| <input type="checkbox"/> I do not have a prize to donate, but I will donate \$_____ to be used to purchase a prize(s) for the Conference closing prize drawing. | |
| <input type="checkbox"/> Enclosed is a check for \$_____. | <input type="checkbox"/> Please bill me. |
- (Please send prizes/checks to the Chapter Office by February 11, 2011 or bring them to the hotel on March 3, 2011.)



PLEASE MAKE CHECK OR MONEY ORDER PAYABLE TO:

ACPA, Mid-Atlantic Chapter
800 North Third Street, Suite 503
Harrisburg, PA 17102
Phone: (717) 441-3506



A block of rooms has been reserved at the special Conference rate of \$87 plus tax. **The cutoff date to register at this rate is February 11, 2011.** Please call the **Sheraton Park South Hotel**, Richmond, VA at (800) 525-9538 to make your reservation. Be sure to ask for the "Concrete Conference" room block. Simply fax, (877) 204-2626, or mail your registration today!



Virginia Concrete Conference

"CONCRETE: MAKE EVERY DOLLAR COUNT"

March 3-4, 2011

Sponsored by: *American Concrete Pavement Association, Mid-Atlantic Chapter*
American Concrete Institute (Virginia Chapter)
Federal Highway Administration
Precast Concrete Association of Virginia
Virginia Department of Transportation
Virginia Ready-Mixed Concrete Advisory Council

***Come Hear About the Latest Developments in Concrete Technology
and About "CONCRETE: MAKE EVERY DOLLAR COUNT."***



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RICHMOND, VA 23235
Tel: (804) 323-1144

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**Limited booth space — get
your reservations in early!**



**Please Route to all
Interested Parties!**

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Mid-Atlantic Chapter
800 North Third Street, Suite 503
Harrisburg, Pennsylvania 17102

