




NRMCA Seeks Examples of Specifications Restricting Fly Ash in Concrete




The Environmental Protection Agency (EPA) is considering changing the designation of coal combustion byproducts (including fly ash) designated for disposal to be regulated as a hazardous waste. EPA's proposed rule exempts fly ash that is beneficially used in concrete from the hazardous waste designation, but it appears that the building design community is not waiting for the final rule. Specifications or purchase orders for concrete are now appearing that prohibit the use of fly ash in specific projects due to the uncertainty of the status.

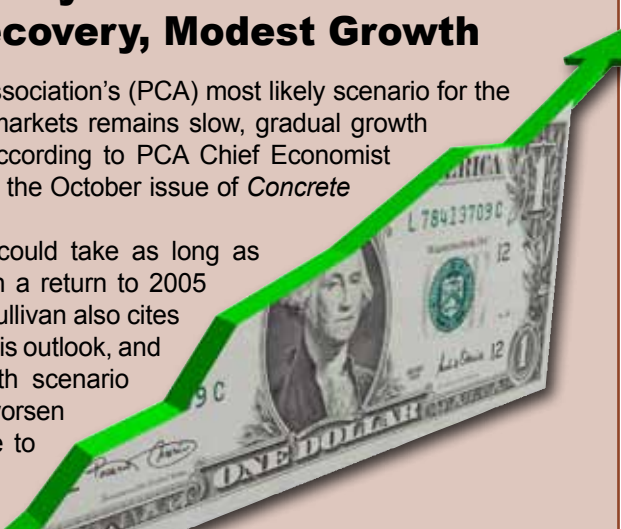
Our industry's concern that less fly ash will be used as a result of the potential EPA action is now being realized. NRMCA is collecting examples to demonstrate to EPA that as a result of the proposed rule, less fly ash will be used in the future even though beneficial use will be exempt.

Please fax or e-mail the project details, along with the specification pages or other documentation that state fly ash is not allowed, to NRMCA's Lionel Lemay at LLeMay@nrmca.org or 847-918-7239, no later Sunday, October 31. NRMCA will be compiling a list of the projects or other restrictions to use of fly ash in concrete resulting from the proposed rule and presenting them to EPA at the end of the public hearing period in mid-November. 

PCA Industry Forecast Calls for Fragile Recovery, Modest Growth

The Portland Cement Association's (PCA) most likely scenario for the economy and construction markets remains slow, gradual growth fueling a fragile recovery, according to PCA Chief Economist Ed Sullivan in his column for the October issue of *Concrete Construction* magazine.

Peak-to-peak recovery could take as long as 11 years, says Sullivan, with a return to 2005 levels coming in 2016. But Sullivan also cites significant downside risk to this outlook, and cautions that a lower growth scenario could emerge if state deficits worsen and housing prices continue to fall. 



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Blacksburg Building Awarded LEED Platinum

By Bob Nablo,
Director of Industry Services



A former filling station, garage, car dealership and tire store has been awarded LEED Platinum certification in the New Construction and Major Renovations category, and has found new life as municipal offices for the

Town of Blacksburg. The Blacksburg Motor Company building, originally constructed in 1924 and already named a National Historic Landmark, has now been named winner of the 2010 Community Preservation Award by Preservation Virginia and has also achieved the highest certification given by the Leadership in Energy and Environmental Design group.

The \$3.5 million project incorporates substantial use of natural light and recycled materials as well as low VOC paints and motion sensor lights throughout the Art Deco-style building. The architect, Spectrum Design of Roanoke, also retained the terrazzo and stained concrete floors from the original building and reused other existing building elements. The site work around the 13,500 sq. ft.



The Blacksburg Motor Company Building showcases concrete flooring in the reception area and a pervious parking lot.



building includes geothermal wells, rain gardens, brownfield redevelopment and pervious concrete parking. This concrete parking area includes hybrid vehicle parking spaces and electrical connections for future electric vehicle recharging.

Director of Engineering Adele Schirmer says that the town is “very pleased with the results of the reconstruc-

tion” and also proud of the pervious concrete parking area and the various awards. She emphasized that the intent of the project was not only to save a piece of Blacksburg history, but also to give town employees an environmentally friendly place to work and a building that would serve as a showcase well into the future. 🚚



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

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

Beautiful Day and Setting for Central Virginia Concrete Advisory Council Golf Tournament

By J. Keith Beazley,
Director of Industry Services

The Hunting Hawk Golf Course is located in a beautiful setting beside the Chickahominy River in Hanover County with a special design to fit the course compatibly with the existing environment. Working with the gently rolling terrain, mature stands of trees and wetland areas to incorporate them as features allows the course to fit as part of the land. These existing features and the surrounding scenery give the golf course a visual quality and natural character with the ponds and mature on each of the fairways to the approach of each hole.

This course and a wonderful fall day was the setting for the Annual Fall Golf Tournament held in October by the Central Virginia Concrete Advisory Council. The long-term Chairman Glenn Webb stated he was very pleased with the companies who participated with foursomes, who served as hole sponsors, and the Hunting Hawk staff which were very accommodating to make sure everyone enjoyed the day.

The award banquet was held at



Winning team members Brad Meyers of Swope and Associates and Phil Sabo and John Wheeler of Branscome Concrete.

the end of the day and winners were announced for the round and longest drives and closest to the pin awards. The overall winner for the event was sponsored by Swope and Associates. The team members were Brad Meyers, Swope, Phil Sabo and John Wheeler, Branscome Concrete. The tournament was very close with the second and third place teams finishing with the same score. Each won cash awards for their

play. A raffle was also held at the end of the banquet with a variety of gifts for participants.

The proceeds of the Golf Tournament are used to fund a sponsorship for a local student in the Richmond area and is presented each year in the fall. Glenn Webb wishes to thank everyone for their support and asks members to put the tournament on their calendar for next year in October 2011. 🚚

Demonstration on Architectural Concrete Comes to Manassas



By Hessam Nabavi,
Director of Industry Services

The NVCAC Residential Committee sponsored an Architectural Concrete with Colors and Patterns demonstration at Simoes Concrete in Manassas on September 29th. The goal of this event was to teach specifiers about the placing, finishing and stamping process of architectural concrete and new color technology. More than 50 people from the design and construction industry were in attendance. The demonstration was organized by the Residential Committee Chairman, Bill McNamara of Essroc Cement and his team. NVCAC would like to thank Fred Simoes for the use of his facility for this event. 🚚

NVCAC Fills the Need: Pervious Concrete Testing Process

By Hessam Nabavi,
Director of Industry Services

Northern Virginia has seen a growth in specifiers who include pervious concrete in the design of parking areas since EPA rules concerning stormwater management under the Federal Water Pollution Control Act (Clean Water Act) have been in place. This requires states, counties and municipalities to adopt procedures that address stormwater runoff and the pollution associated with it. The EPA Stormwater Phase II Final Rule requires municipalities whose population exceeds 50,000 to manage their own stormwater discharge issues using a Best Management Practices (BMP). The use of pervious concrete is recognized by the EPA as a BMP, Sustainable Development and Low Impact Development (LID).

“I enjoyed the class very much. I thought it covered a good general overview of its use. I look forward to field sessions to see placement and testing.”

**SALVATORE V. FIORENTINO, PE, LEED AP,
SENIOR VICE PRESIDENT ECS MID-ATLANTIC**

Pervious concrete is fast becoming a material of choice for the construction of parking area pavements, which is in compliance with this ruling. This has created a demand for more knowledgeable and trained individuals who understand the principals of pervious concrete.

Over the past few years, NVCAC has offered a variety of seminars and training and certification courses to design and construction professionals to answer this demand. One area that has not received enough attention is the testing method for pervious concrete. To train testing lab technicians, geo-technical engineers and producers' quality control personnel, a course was created on the pervious concrete testing process. NVCAC invited Gary Mulling, NRMCA Senior Director




The course was taught by Gary Mulling, NRMCA Senior Director of Operations and Compliance.

of Operations & Compliance to teach this course. More than 50 people attended the course on September 28th. This is the first time such a course was offered in Virginia.

Kishore K. Kotha, P.E., Senior Project Manager, ECS Mid-Atlantic, LLC, stated that “The training seminar was very helpful. I have learned many things about pervious concrete testing procedures. I have worked with pervious concrete before on a few projects; however, with very limited knowledge and unable to address the related issues at that time. Having attended this, I feel more confident in this topic. The good part of this presentation is that the whole training

was very informal and interactive. Mr. Mulling was great and structured the presentation very interesting. Thank you for hosting, coordinating, and making this happen successfully”.

Special thanks to Gary Mulling for sharing his knowledge and expertise with our guests. NVCAC would also like to thank Sean Murnane, Virginia Concrete Quality Control Manager for all his assistance.

To view Mulling's training, go to www.vrmca.com/regions/default.aspx?region=4, and click on the PDF link called “Pervious Concrete Testing Process Presentation.” 

On the Horizon Calendar of Upcoming Events

NOVEMBER 10, 2010

BRCAC Meeting

12 NOON - 2:00 PM
Rowe's Family Restaurant
74 Rowe Road
Staunton, VA

NVCAC Concrete 101 for Home Builders

7:00 AM - 10:30 AM
*Seminar on the basics and applications
of concrete for home builders.*
Dulles, VA

NOVEMBER 17, 2010

SWCAC Meeting

8:00 AM - 9:00 AM
The Roanoker Restaurant
2522 Colonial Avenue Southwest
Roanoke, VA

NOVEMBER 22, 2010

NVCAC Tilt-Up Seminar

11:00 AM - 1:30 PM
*Seminar to teach the construction
method and benefits of tilt-up concrete.*
Tysons, VA

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

Interview Questions an Employer Should Avoid



By John G. Kruchko and Christin L. Eberst

As the economy slowly starts to turn around, the hiring process is also beginning to turn gears. That means hours, sometimes days, of interviews trying to find that perfect candidate. However, in its quest for a new employee, an employer should be aware of what it can and cannot ask a candidate during an interview. Federal, state, and local laws prohibit an employer from asking applicants certain personal topics—some might be blatantly obvious to avoid, while some are more surprising.

Generally, an employer should avoid questions that appear to discriminate against an applicant based on his/her age, race, religion, national origin, marital status, or disabilities. While this list is not exhaustive, the following are some examples of questions an employer should avoid asking.

How old are you?

The Age Discrimination in Employment Act (“ADEA”) prohibits employers from discriminating against persons who are 40 years old and older in favor of younger employees. While the ADEA does not specifically restrict an employer from asking a candidate’s age or date of birth, such questions give an appearance that an employer may be basing employment decisions on age. Thus, employers should avoid questions which attempt to determine or appear to try to determine an applicant’s age (i.e., what year did you graduate college?).

Where were you born?

“Where were you born? Where did you grow up? That is an interesting name, what nationality are you?” While all these questions may be used to jumpstart a conversation, they may also be perceived as illegal discrimination based upon a person’s national origin. Employers may only employ those individuals who are legally allowed to work in the United States (i.e., both U.S. citizens and legal immigrants). However, questions of employment eligibility prior to hiring an individual are prohibited by the Immigration Reform and Control Act of 1986 (“IRCA”). Thus, to promote non-discriminatory hiring decisions, IRCA requires an employer to wait until after the applicant has been offered a position to question a new employee’s eligibility to work in the U.S.

Do you have any disabilities?

While this question may seem necessary when interviewing for certain jobs, the American with Disabilities Act (“ADA”) makes it illegal. Legally, an employer may not ask about an applicant’s disability, or the extent, nature or severity of a disability.

However, an employer may question the application on the candidate’s ability to perform essential job functions and under certain circumstances, condition employment on the successful completion of a medical examination. Regardless, an employer is required to make reasonable accommodations for those employees with qualified disabilities under the ADA.

Do you observe Ramadan?

An employer may have many reasons to inquire about an employee's religious practices. Whether these questions are for scheduling purposes and/or to determine a candidate's ability to work certain days/holidays, these reasons are not legally justified.

Not only is an employer prohibited from discriminating against a candidate based on religion, it is also required to reasonably accommodate for an employee's religious beliefs and necessary time-off from work. Thus, any questions attempting to determine an applicant's religious practices and views should be avoided.

Are you married? Do you plan to have children?

Whether an applicant is married seems like a fairly innocent question. However, federal law makes decisions based on an individual's marital status illegal. Although it may seem extreme, we recommend that questions such as "Would you rather be called Ms., Mrs. or Miss?" be avoided.

On the other hand, the necessity for avoiding questions regarding pregnancy may be more evident. The Pregnancy Discrimination Act prohibits employers from refusing to hire a woman who is pregnant or who plans to get pregnant. While an employer may have concerns about women taking pregnancy-related leave, federal law makes it illegal to base employment decisions on pregnancy-related conditions.

What race are you?

This may be obvious, but no situation justifies an employer inquiring about an interviewee's race. Racial discrimination in all aspects of employment is clearly prohibited by law.

This list is merely a glimpse of the types of questions that should not be asked during an interview. Other questions, such as a candidate's involvement in the National Guard, Reserves or off-the-job activities (such as drinking and legal smoking), are not recommended and may appear discriminatory.

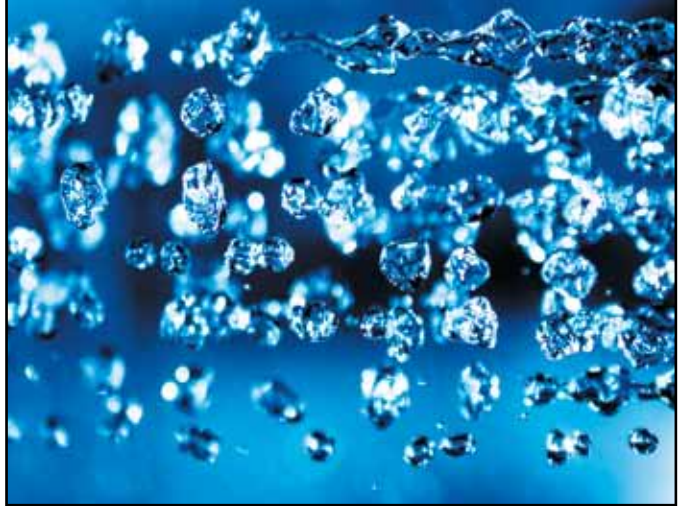
These restrictions may be overwhelming, but information that is prohibited is not necessary to determine who may be a successful candidate for a position. Furthermore, nothing restricts an employer from asking questions to determine an applicant's education, long-term goals, and motivation for success.

As this is a highly sensitive area of law, we recommend you consult your Labor and Employment attorney to create a list of interview question "Do and Don'ts." 🚚

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