



THE READY-MIXER



Virginia Ready-Mixed Concrete Association Newsletter

April 2011

“Win-Win” Environmental Policies Promote Growth While Protecting the Environment

Testifying on April 15th before the U.S. House Committee on Energy and Commerce, Aris Papadopoulos, CEO of Titan America and chair of the Portland Cement Association (PCA), appealed to Congress to take immediate action to replace onerous regulations with policies that promote job growth, investment certainty and responsible environmental stewardship.

Led by Rep. Ed Whitfield (R-KY), chair of the Subcommittee on Energy and Power, the hearings sought to assess the impact of recent EPA rulemakings on boilers, cement manufacturing plants and utilities. In addition to Papadopoulos, the Subcommittee heard testimony



from officers from electric utility companies, the wood industry, universities and environmental organizations.

Papadopoulos outlined for Congress how the new regulations create neither economic nor environmental gains. “The

net result is industry will be forced to shut down plants. When market demand for cement returns, it will be met by cement imported from other countries, causing


continued on page 3

Dr. Yvan Beliveau to “Retire” at Virginia Tech

After more than 25 years of service at Virginia Tech as the Department Head of Building Construction and ultimately the Director of the Myers Lawson School of Construction, Yvan Beliveau is returning to the faculty. As most VRMCA members are aware, Dr. Beliveau has been an excellent friend to the Association and was instrumental in having the laboratory in the new Bishop-Favrao Hall dedicated to VRMCA.



Dr. Beliveau received his BSCE and MSCE from the University of Vermont and his Ph.D from Purdue University. He has worked in various capacities within the construction industry ranging from the macro view of project manager and owner to the micro view of tradesman, foreman and superintendent. He is a cofounder of a high tech laser positioning company, but also owns and operates a B&B with his wife. He holds a Class A contractor’s license in Virginia and is a registered P.E. in Vermont and Virginia. He holds 27 national and international patents.

The Myers Lawson School of Construction Board will host an April 29 reception and dinner in honor of Dr. Beliveau at The Inn at Virginia Tech. Dr. Brian Kleiner has assumed the duties of Director of The Myers Lawson School. Please stop by Bishop-Favrao Hall at Virginia Tech at your convenience to thank Yvan Beliveau and meet Dr. Kleiner. 

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VRMCA
Spring Convention
TWO THOUSAND AND ELEVEN

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

Policies *continued from page 1*

a loss of more U.S. industry jobs and a net increase in pollutants from cement production in countries that have little to no regulation," he testified. "We want to produce the materials here in the U.S. in order to reinstate win-win policies that benefit the environment, the economy and the U.S. labor force."

The cement industry, already one of the most heavily regulated industrial sectors, has continually demonstrated its commitment to energy efficiency and environmental stewardship. It has invested tens of billions of dollars in modernizing and expanding facilities with state-of-the-art technologies that significantly reduce the industry's environmental footprint.


The cement industry recycles 12 million tons a year of industrial and urban byproducts, like tires, fly ash and wood chips, that would otherwise be land-filled.

“We want to produce the materials here in the U.S. in order to reinstate win-win policies that benefit the environment, the economy and the U.S. labor force.”

In addition, recent research by Massachusetts Institute of Technology (M.I.T.) confirms that cement and concrete can play leading roles in mitigating greenhouse gas emissions and other environmental challenges.

"Congress can create a climate that encourages domestic production of cement—consistent with the findings of the M.I.T. research—by taking immediate action to address onerous regulations and place a near-term moratorium on more rules," Papadopoulos said. "Legislation that mitigates the impacts of harmful regulations while promoting job growth, investment certainty and responsible

environmental stewardship will revive private sector confidence, create good jobs for Americans and restore economic prosperity."


Left unchanged, regulations will cause the cement industry to follow the same path as the oil industry, according to Papadopoulos. "American jobs and investment will be lost while greater amounts of pollutants are emitted offshore. Dependence on foreign cement follows the road of dependence on foreign energy. This could hurt the entire construction economy, with impacts on infrastructure, housing, commerce and jobs." 

Bob Long Speaks on Streets and Local Roads Initiative

By Hessam Nabavi, Director of Industry Services
NRMCA, ACPA, PCA and VRMCA are collaborating on a new initiative to promote Streets and Local Roads (S & LR) in Virginia. Bob Long, Executive Director of the Mid-Atlantic Chapter of ACPA is working with VDOT on making corrections to the *VDOT Pavement Design Guide for Subdivisions and Secondary Roads*. This guide includes a short paragraph on Design Methods for Rigid Pavement (page 15) and an Alternate Pavement Design Selection Chart (page 28). Bob is working closely with VDOT on development of a memo to the District encouraging the use of Street Pave Software and affirming concrete design as an acceptable resource for S & LR. Long hopes this memo will be available soon.

For a better understanding of this initiative, the NVCAC council invited Bob to speak at the April business meeting in Northern Virginia. He addressed his progress with VDOT and to gave an overview on the use of the Street Pave Software. Bob mentioned that most everything with VDOT happens on the District level and at the Permit Department. He provided a handout which included an excerpt from the VDOT Pavement Design Guide and NRMCA document stating the role of NRMCA, ACPA and PCA in this promotional effort, and introducing some of the new tools. Bob then presented the demo version of Street Pave Software which is available online. He pointed out that this shorter version is a good tool for quick calculation, but does not offer comparison between asphalt and concrete as the full version does.

To view the shorter version of this software, please go to <http://www.acpa.org/StreetPave/Default.aspx>.

To view the PDF files from this event, please go to <http://www.vrmca.com/regions/default.aspx?region=4> 



Certification Course Offers Well-Rounded Curriculum to Concrete Contractors

By J. Keith Beazley,
Director of Industry Services

The Central Virginia Concrete Advisory Council held a NRMCA Pervious Concrete Contractors Certification Course in the CPA headquarters Building in Innsbrook in April. The Pervious Course provided information on the fundamentals of pervious concrete, stormwater management, sustainable development, pervious concrete technology, concrete materials, design principles, construction, placement and troubleshooting.

The special course instructor was William Denison, NRMCA Certified Concrete Professional in Concrete Technology. Bill has taught materials Engineering and Concrete at the Tidewater Community College for 17 years and is a Certified Instructor for the Pervious Concrete Contractors Certification Course. He is the Value Engineering Specialist for Titan Virginia Ready Mix in Norfolk.

The course was well attended with Concrete Contractors, Engineers, Environmental Engineers, Concrete Management and Sales Personnel attending the course. The course attendance is



becoming very beneficial to Engineers as the popularity of Pervious Concrete continues to grow in the Greater Richmond area. The usage of Pervious Concrete will

have a strong presence as the VRMCA Local Streets and Roads Marketing and promotional program is marketed in Virginia. 🚧

Cement Industry Honors 2011 Leaders in Environmental Improvement

Six cement plants received special recognition for their commitment to improving the environment and their communities at the Tenth Annual Cement Industry Environment and Energy Awards, presented by the Portland Cement Association (PCA) and Cement Americas magazine at PCA's Spring Meeting in Chicago, April 18, 2011.

The awards honor individual cement facilities that exemplify the spirit of continuous environmental improvement and support this spirit with action. These plants went beyond government regulations and local laws to ensure that their processes and policies contributed to making their communities better places to live and work.

"Although it is one of the most highly regulated industry sectors in the United States, cement companies are consistently challenging manufacturing policies and procedures to improve energy efficiency and other environmental factors. This means not just producing a high quality product, but making the plant's local communities quality places to live and work,"

said Brian McCarthy, PCA president and CEO. "We take our environmental stewardship seriously and have a long history of investing in continuous improvements that are win-win for both the environment and our communities."

Six categories recognized plants throughout the United States (listed by category, company and plant location):

- **Overall Environmental Excellence:** Lafarge North America Inc., Tulsa, Okla.
- **Outreach:** Buzzi Unicem, Inc., Stockertown, Pa.
- **Environmental Performance:** Holcim (US) Inc., Theodore, Ala.
- **Land Stewardship:** CEMEX, Lyons, Colo.
- **Innovation:** CEMEX, Demopolis, Ala.
- **Energy Efficiency:** CalPortland Company, Rillito, Ariz.

Twenty-seven cement plants in the United States and Canada were nominated for the awards. 🚧

NVCAC Contractors Certification Course and Hands-On Workshop



By Hessam Nabavi, Director of Industry Services

The NVCAC Paving Committee recently sponsored a Pervious Concrete Contractor Certification Course (Pervious Concrete Technician) and Hands-On Training.

Contractors, design engineers and county personnel were among the attendants. We have seen an increasing level of interest in understanding pervious concrete among various counties in the past couple of years.

Over 200 individuals have become certified in the past few years in NOVA, but only a very few have gained enough experience to reach the next level. As the economy is improving there will be more demand on the use of pervious concrete as well as qualified pervious concrete installers. Our real goal is to encourage some of the pervious concrete technicians to gain enough experience and to move on to the NRMCA Pervious Concrete Installer level.


The NVCAC Certification exam was followed by a Hands-on Training and Demonstration. James Murray with Rowe Materials and NVCAC Paving Committee Chairman, along with paving committee members,

had organized this demonstration. Students were encouraged to participate in placing, finishing, jointing and curing the pervious concrete.

Throughout the demonstration, many questions were answered by NVCAC representatives. We hope that such events provide a stepping stone in developing additional qualified pervious concrete installers.

Many thanks to the following team members responsible for the success of this event:

- William Rafferty with Swope & Associates, Inc.
- Rodney Myers, P.E., with BASF, The Chemical Company
- James Murray with Rowe Materials
- Jennifer Walters with Titan Virginia
- Zack Swanson with Grace
- Lewis Lee with Luck Stone Corp.
- Merle Goolsby with Luck Stone Corp.
- Richard Barthlow with Luck Stone Corp.

For detailed information about various levels of Pervious Concrete Certification, visit <http://www.nrmca.org/certifications/pervious/index.asp>. 

On the Horizon Calendar of Upcoming Events

MAY 3, 2011

HRCAC Golf Tournament*

Kiln Creek Golf Club
Newport News, VA

*TO RESERVE, CALL CHARLES MALBON AT 757/630-6902

MAY 8, 2011

HRCAC Business Meeting

11:30 AM-1:00 PM
Surf Rider Restaurant
Cypress Point Shopping Center
Virginia Beach, VA

MAY 10, 2011

NVCAC Annual Golf Outing*

12 NOON-5:30 PM
Algonkian Regional Park Golf Course
Sterling, VA

*TO RESERVE, EMAIL HESSAM@VRMCA.COM BY MAY 3RD

MAY 10, 2011

CVCAC Business Meeting

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

MAY 11, 2011

BRCAC Business Meeting

11:20 NOON-1:30 PM
Rowe's Family Restaurant
74 Rowe Road
Staunton, VA

NVCAC Business Meeting

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

MAY 15-17, 2011

VRMCA Spring Convention*

The Greenbrier
White Sulphur Springs, WV

*PRE-REGISTRATION REQUIRED

MAY 18, 2011

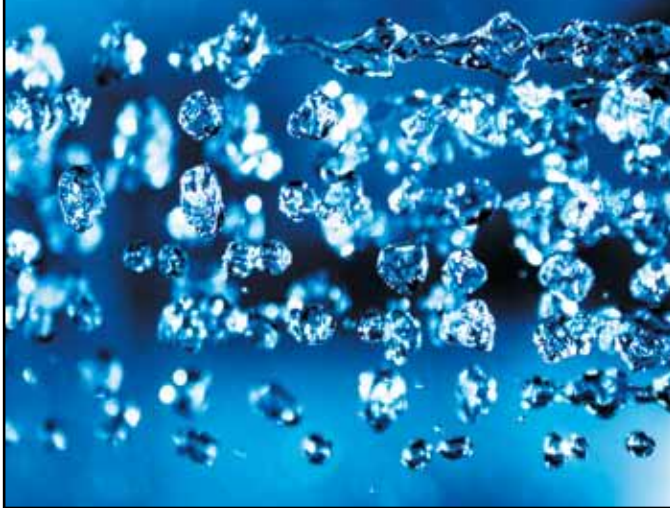
SWCAC Business Meeting

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

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

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SW Council to Co-Sponsor Networking Event



On May 19 the Southwest Virginia Concrete Advisory Council will help sponsor the 2nd Annual gathering of area engineers, architects, contractors, designers and association members in the Grand Ballroom of the Vinton War Memorial. The event is planned as a social networking opportunity for anyone associated with construction in southwestern Virginia. The initial event last year was a great success, with more than one hundred attendees and representatives from thirteen associations, and a larger group is expected this year.

The event is organized by the AIA Blue Ridge Chapter, and this year offers live music and the opportunity for LEED Aps, Professional Engineers and Licensed Architects to gain continuing education credits by attending an afternoon presentation.

Last year several SW VA Council members attended, and the Council displayed the VRMCA booth and a pervious concrete demonstration. This has been considered one of the most productive networking events of the season and the Council is pleased to be represented again. 🚧

Got News?



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.

EPA Scores 100 Percent on Sustainability and Energy Goals


The U.S. Environmental Protection Agency has released its fiscal year 2010 scorecard on sustainability and energy performance. EPA is meeting or exceeding all the federal goals to decrease energy use per square foot; reduce potable water use per square foot; lessen fleet petroleum use; establish inventories of direct and indirect greenhouse gas emissions; incorporate sustainable building practices; and increase renewable energy use.

The agency's energy consumption has dropped by 22.8 percent compared with the 18 percent required federal target. Water usage has gone down by 18.7 percent vs. the six percent target. Petroleum usage in the agency's vehicle fleet has declined by 24.9 percent measured against the 10 percent target. Additionally, EPA purchases 100 percent green power for all of its electric power needs. EPA was the first agency to submit greenhouse gas targets and agency inventory to the meet the requirement of Executive Order 13514.


"The scorecard is an important tool for us to develop targets for waste reduction and energy efficiency for our facilities at EPA," said Craig Hooks, assistant administrator for EPA's Office of Administration and Resources Management. "EPA is doing what the President envisioned us to do, 'lead by example,' by being good stewards of the environment, all the while realizing substantial savings to the government."

Using the scorecard as a benchmark, EPA has identified and is tracking opportunities to reduce pollution, improve efficiency, and cut costs. Under the executive order, President Obama directed federal agencies to lead by example in clean energy and to meet a range of energy, water, pollution, and waste-reduction targets. Based on scorecard benchmarks, EPA will update its sustainability plan, which is required by the executive order. The plan is due in June, and is posted publicly on the agency's website.

The agency continues to strive for additional energy and water reductions, upgrade new and existing buildings with green and energy-efficient technologies, and identify ways to decrease greenhouse gas emissions including green travel, green conferencing, and employee teleworking opportunities.

EPA's Sustainability and Energy Scorecard is at: <http://epa.gov/aboutepa/ombscorecard.html>. 

Make Plans to Attend the 2011 Legislative Fly-In

NRMCA encourages you to join our industry allies for the Transportation Construction Coalition's (TCC) 2011 Legislative Fly-In on Capitol Hill on May 24-25 in Washington, DC, to make the case that "Transportation Moves the Economy". Congress need to hear from you about the importance of transportation infrastructure investment to the nation's economy – creating jobs while building the future. Federal transportation programs face challenges like never before. SAFETEA-LU expired on September 30, 2009 and funding for the highway and transit programs has been continued through a series of short-term extensions. Highway Trust Fund revenue is insufficient to support current funding levels. A multitude of new representatives and senators are unfamiliar with how these programs operate and the benefits they bring not only to their states or districts but to the national economy. Congress needs to understand that reduced Federal investment undermines state and local transportation programs and hurts the construction industry: contractors, material suppliers, designers, equipment manufacturers and labor. This year's meeting will be held at the Mandarin Oriental Hotel. Email kleininger@nrmca.com for more information. 

news|briefs




Coach Beamer to Speak at VRMCA Spring Convention

Coach Beamer will speak to convention attendees on Tuesday, May 17th. He will be available to meet and mingle, sign autographs and take pictures with VRMCA members following his presentation. http://www.vrmca.com/event_details.aspx?id=54

Canadian Concrete Promoter Praises Concrete

Now that spring has arrived in most of North America and many roads can be charitably called bumpy at best, John Hull, president of the Ready Mixed Concrete Association of Ontario and his colleague Michael McSweeney, president and CEO of the Cement Association of Canada, recently penned a letter to the editor of the *The Sudbury Star* titled "A Concrete Answer." What's the question Up North? <http://www.thesudburystar.com/ArticleDisplay.aspx?e=3076914>

Chicago Sees Big Concrete Pour

The City of Big Shoulders is also the city with a major road infrastructure project – Wacker Drive, one of the city's busiest downtown thoroughfares which is in the midst of a major reconstruction that won't be finished until the end of 2012. The good news? Lots of concrete, as detailed in this April 16 article in the *Chicago Sun-Times*. <http://www.suntimes.com/news/transportation/4857256-418/wacker-drive-makeover-begins--and-the-concrete-is-flowing.html>. 

2011 Mixer Truck Rodeo Lassos Up Some Fun

The 2011 Mixer Truck Rodeo was held Monday, April 11 at the Virginia Truck Center located in Chester and was a tremendous success! A total of 17 drivers participated in the competitions and over 40 total attendees helped set-up, judge and score.

Our First Place winner was David Dillon with Chandler Concrete! David received a \$500 cash prize and will receive an all expense paid trip to the VRMCA Spring Convention taking place at The Greenbrier Resort in May! The Second Place winner was Richard Seiler with Essroc! Richard won a cash prize of \$350.

A very special THANK YOU to:

- All the Volunteers who helped judge and set-up the course!
- Virginia Truck Center in Chester for hosting the event again this year!
- S.B. Cox Ready Mix for providing our outdoor "facilities!"
- Potomac Mack Sales and Service & Vulcan for providing the mixer trucks!

We would not have been able to pull off such a successful event without your support.

Also, special THANKS to our event sponsors who helped make the day possible – GOLD Level Sponsors: Capital Concrete and International Truck Sales of Richmond/Continental Mixers of Virginia! SILVER Level Sponsors: Advantage Environmental Consultants, Essroc, Luckstone and Potomac Mack Sales & Service. 🚚

The Results Are In

(winners in order by placement)

- ★ **David Dillon**, Chandler Concrete
- ★ **Richard Seiler**, Essroc
- ★ **Ned Pandiz**, TCS Materials
- ★ **Paul Heller**, Essroc
- ★ **Lewis Thompson, Sr.**, Rowe Materials
- ★ **Michael Diehr**, Titan Northern
- ★ **Sam Britt**, TCS Materials
- ★ **Omar Rivas**, Vulcan
- ★ **Chris McCraw**, DuBrook Concrete
- ★ **David Hill**, Rowe Materials
- ★ **Ricky Marshall**, Chandler Concrete
- ★ **Kevin Nichols**, DuBrook Concrete
- ★ **Marvin "Jeff" Carr**, Vulcan
- ★ **Jeff McDowell**, Titan Southern
- ★ **Brian Moore**, Vulcan
- ★ **Curtis Davis**, Boxley
- ★ **Troy Helm, Sr.**, Lynchburg RM



Trucks ready!



Drivers ready!



Volunteers record the data



The 2011 winner is David Dillon of Chandler Concrete!

Virginia Ready Mixed Concrete Association

2011 Mixer Truck

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Special Thanks to the Virginia Truck Center
and



More States Cracking Down on Misclassification of Employees as Independent Contractors

By John G. Kruchko
and Paul M. Lusky

Few issues in the area of employment law are more complex than the distinction between an independent contractor and an employee. The issue becomes even more confusing because the test used to make the classification determination often varies from state to state and sometimes from statute to statute. States agencies have also become much more active in recent years in targeting employers who misclassify employees as independent contractors.

Nevertheless, the classification of workers as independent contractors continues to be a frequent practice for many employers. Obviously, the primary motivation for using independent contractors rather than employees to save money. Businesses can experience significant tax savings, including avoiding the payment of the employer's share of Federal Insurance Contribution Act tax ("FICA") and Federal Unemployment Tax Act ("FUTA") excise tax. Businesses also avoid payments toward state unemployment and workers compensation insurance, and substantial costs associated with employee benefits plans. A recent news article reported that Ohio's attorney general estimates that his state has 92,500 misclassified workers, which has cost the state up to \$35 million a year in unemployment insurance taxes, up to \$103 million in workers' compensation premiums and up to \$223 million in income tax revenue.

Misclassifying an individual as an "independent contractor" under applicable federal and state laws can result in costly monetary consequences. An employer that misclassifies an individual may be liable for income and FICA taxes that were not withheld, as well as penalties for failure to withhold. The organization may also incur overtime liability under the Fair Labor Standards Act, as well as liquidated damages and attorneys' fees. The organization may face fines and penalties for failure to cover the putative independent contrac-



tor under workers' compensation and unemployment compensation statutes. Likewise, under ERISA, an employer may be liable for fringe benefits not provided to an individual misclassified as a contractor. Liability can range into the hundreds of thousands of dollars.

More and more state governments, desperate for tax revenue and unemployment insurance contributions, are beginning to crack down on the misclassification of individuals as independent contractors. Often the test that is used, or a variation thereof, is what is known as the "ABC test." Under this test, an employment relationship is presumed unless the employer can satisfy the following three requirements of the test:

1. The individual performing services for the employer has been and will continue to be free from control or direction over the performance of such services, both under his contract of service and in fact; and
2. Such service is either outside the

- usual course of the business of the employer or the service is performed outside all the places of business of the employer; and
3. The individual is customarily engaged in an independent trade, occupation, profession or business.

The employer's "places of business" include all places where the employer normally conducts its business, not just its main location or office. Various factors are used for determining the independent business requirement of the test, including:

- Does the person maintain a business listing in the telephone directory?
- Does the person have her own place of business?
- Does the person have a financial investment in a related business?
- Does the person have his own equipment?
- Does the person determine

the price of the service to be performed?

- Does the person employ others to perform this service?
- Does the person carry her own liability or workers' compensation insurance?
- Does the person perform the service for more than one unrelated employer?
- Does the person set his own hours?
- Is the person paid by the job?

Historically, the ABC test has been used to determine coverage under state unemployment compensation statutes. More recently, the test has been adopted for use in determining whether an employer is "fraudulent" in its classification of individuals performing work for the employer. This allows the state to assess monetary penalties over and above the employer's liability for unpaid unemployment compensation contributions and unpaid wages and fringe benefits.

For example, the Maryland Workplace Fraud Act of 2009 creates a presumption that workers in the construction and landscaping industries are employees and not independent contractors. Using a modified ABC Test, an individual performing services for a construction industry employer or a landscaping company will not be considered an independent contractor unless the employer can demonstrate that (1) the individual is free from control and direction over the performance of the work; (2) the individual is customarily engaged in an independent business or occupation of the same nature as that involved in the work; and (3) that the work is outside the usual course of business of the employer. If an employer fails to rebut the presumption of an employee/employer relationship, the Department of Labor, Licensing and Regulation ("DLLR") can impose a penalty of up to \$1,000 per misclassified employee

and order restitution to any individual not properly classified. If the DLLR can prove that there was a knowing violation of the Act, an employer can be subject to a penalty of up to \$5,000 per misclassified employee.


Delaware also has a Workplace Fraud Act that penalizes construction industry contractors for willfully misclassifying employees as independent contractors. It provides for civil and administrative penalties including fines, stop-work orders and debarment. Similarly, in New Jersey, the Construction Industry Independent Contractor Act penalizes the improper classification of workers as independent contractors with criminal sanctions as well as administrative penalties and possible debarment. The law applies the ABC test to misclassifications for unemployment compensation purposes, income tax and the state wage and hour law. Finally, Pennsylvania's new Construction Workplace Misclassification Act also uses the ABC test to establish rigid criteria for differentiating independent contractors from employees in the construction industry. The Act makes it a criminal offense for a contractor to knowingly misclassify an employee as an independent contractor

A very restrictive form of the ABC test has been authorized for more general application in Massachusetts. The Massachusetts Independent Contractor Law creates a presumption that any work arrangement is an employer-employee relationship unless the employer demonstrates that the services provided by the putative independent contractor are outside the employer's usual course of business. The deletion of the "or is performed outside of all places of business of the employer" language from the ABC test is very significant and impacts a broad range of businesses that use independent contractors to perform

certain work at the employer's place of business or at customer or client locations. Clearly, this Massachusetts statute creates a very difficult test for establishing the independent contractor status of individuals who would otherwise be presumed to be employees.

Under the Massachusetts statute, the Attorney General can issue civil citations and institute criminal prosecution for both intentional and unintentional violations of the Act. Willful violations can result in fines up to \$25,000 or imprisonment for up to one year for a first offense. Non-willful violations can result in fines up to \$10,000 or imprisonment for up to six (6) months for a first offense. Employees may also file civil actions seeking treble damages, attorneys' fees and costs.

States have also developed new procedural mechanisms for bringing misclassifications by employers to light. In Colorado, for example, any person may file a written complaint with the Department of Labor and Employment alleging that an employer has misclassified an individual as an independent contractor. If the employer is found to have acted in willful disregard of the law, it can be fined up to \$5,000 per misclassified employee for a first offense and up to \$25,000 per misclassified employee for any subsequent misclassification.

Employers can expect increased oversight of independent contractor classifications by state agencies. Each year brings new legislation in various states that increases the penalties for misclassifying employee as independent contractors. Maryland and Pennsylvania have already taken steps to curtail misclassifications in the construction industry. Employers should expect that unions and other special interest groups will attempt to broaden existing legislation to give it more general application to other industries. 

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

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When so much depends on your cement, choose Roanoke Cement. Call 800-782-7622 or 540-992-1501 today.

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.

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