



US Route 58 Concrete Overlay Open House Held in Southampton County



**By J. Keith Beazley,
Director of Industry Services**

A special program was held in the Paul Camp Community College in Franklin to celebrate the very successful Us Route 58 Concrete Overlay project. The host of the event was Chung Wu, District Engineer of the Hampton Roads District headquartered in Suffolk. The project was approximately 5.25 miles on a four-lane divided, rural highway. The project featured three pavement rehabilitation techniques; unbounded overlay on CRCP, bonded overlay on CRCP and reconstruction of JRC.

The project was very challenging with construction ongoing with many crossovers and accesses, a very tight construction schedule from May to Sep-

tember. The Virginia Research Council has continuously monitoring the project through construction and for long term performance with the FHWA Mobile lab on the site.

The program featured an Overview of the Open house by Chung Wu and Bob Long, ACPA. FHWA Technology of Concrete Overlays by Sam Tyson and Kurt Smith, Concrete Pavements History in Virginia by Mohamed Elfin. Construction of Overlays by Lowell Jensen, Hi-Way Paving and Bobby Baker, NXL Construction Services and Construction Summary by Tom Tate, VDOT Materials, and materials testing by Celik Ozyildirim, VCTIR. A special luncheon was sponsored by Bob Long, ACPA and a bus and a walking guided tour on the project was held. 🚚

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Fredericksburg	August 28, 29, 30	FULL
Warrenton	September 18, 19, 20	FULL
Bristol	October 23, 24, 25	
Richmond	November 13, 14, 15	FULL
Harrisonburg	November 27, 28, 29	
Roanoke	December 4, 5, 6	

Questions? Contact Christina Sandridge at 434/326-9815
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Charlottesville Habitat Project Gets Pervious Paving

By Bob Nablo,
Director of Industry Services

A first-of-its-kind trailer park turned Habitat project is getting pervious concrete paving for parking areas and sidewalks. Habitat for Humanity of Greater Charlottesville has created the first project that allows trailer park residents to remain in their homes while construction transforms the small, 16 unit trailer park into a new mixed-income, multi-generational community.

This 2.26 acre property, originally planned by a developer to become a high-end subdivision, was purchased by Charlottesville Habitat in 2004 and residents were promised that they could remain in their homes during redevelopment, and would have the opportunity to stay either as Habitat Partner Families, or in affordable rentals. Of the original 16 families, nine have elected to stay.

Envisioned as a \$12 million project, site work began in 2010 and Habitat officials, Charlottesville City Planners, Bryan Bickers of Wilson Ready Mix, Steve Lloyd of Lloyd Concrete and VRMCA's Bob Nablo met to discuss the possible uses of pervious concrete for various paving applications in this environmentally friendly design. It was decided that this product would be used for sidewalks and parking areas, with a composite design of "regular" concrete and pervious concrete proposed for the expanded streets. When finished in 2013, Sunrise Park will have nine affordable rentals, 20 new homes, 30 market rate units and 12,600 sf of commercial and community space. 75 parking spaces are planned. Habitat is partnering with Construction Management Services to build its first combined condominium-apartment building within Sunrise. This building will house the original nine families in apartments, and six additional families in two-bedroom condos. The building will also contain a community clubhouse. All of the buildings were designed by Stoneking-Von Storch Architects, and an anonymous local foundation funded a significant upgrade to the site's green



infrastructure, allowing pervious roads and sidewalks, a rain catchment system, rain gardens and efficient energy fixtures.

Central design features included large front and back porches, appearance from the street of single family residences—making affordable homes indistinguishable from market-rate homes – and diversity of appearance, so that each home appears unique. EarthCraft certification is being pursued. To quote

Community Results – a Charlottesville area web reporter – “Sunrise Park is a trailblazing project that will preserve the deeply affordable housing stock, create additional affordable units, and provide market rate housing opportunities in a setting characterized by high quality open spaces, access to public transportation, and a unique sense of place. When completed, this project will be a win-win for the Sunrise residents, the City, and for the community at large.” 🚧

Virginia Tech Construction Engineering and Management Student Presented Scholarship

By J. Keith Beazley,
Director of Industry Services

Carter Neal, a Virginia Tech Construction Engineering and Management student was the recipient of the Central Virginia Advisory Council Annual Scholarship for 2012. Carter was awarded the scholarship by Glenn Webb, Council Golf and Scholarship Chairman with Joe Bartley, Lehigh Cement.

Carter Neal is working this summer as an Intern/laborer for W.M. Jordan and worked for Kevin Suter on the ACAC West Broad Village project. Carter was selected by the scholarship committee because of his love of construction and building engineering and the opportunity to follow a student in his path in college and to a construction position in Richmond. Carter also is a member of Ruby team.

The scholarship is funded with an annual golf tournament held each fall in the Hunting Hawk Golf Course in Glen Allen. The tournament is the original



tournament among the state Advisory Councils and each year members and guests look forward to playing. The tournament will be held this year on

Thursday, October 4th. Glenn Webb, S. B. Cox Ready Mix, can be contacted by cellular phone for any questions at 804/364-0500. 🚚



Southwest Concrete Advisory Council

OCTOBER 5, 2012

ASHLEY PLANTATION

GOLF COURSE

Botetourt County, Virginia



VIRGINIA READY-MIXED
CONCRETE ASSOCIATION

Got News for the READY-MIXER?

We want to share it with the membership. Send your news and photos to marci.malinowski@easterassociates.com.

CENTRAL VIRGINIA CONCRETE ADVISORY COUNCIL

Annual Golf Tournament

- Range Balls
- Dinner
- Beverages/Snacks
- Door Prizes
- Longest Drive Prizes
- 1st, 2nd, 3rd Place Prizes
- Closest to the Pin Prizes

(LUNCH ON YOUR OWN)

Thursday, October 4, 2012

12:30 p.m. - Check-In/Range Balls

1:30 p.m. - Shotgun Start

Hunting Hawk Golf Course

Glen Allen, Virginia

804/749-1900



Team Registration \$360

Team of Four

Hole Sponsorship \$85

Company Name _____

Make checks payable to CVCAC and submit fees by September 10th to:

GLENN WEBB; S.B. COX READY MIX

PO BOX 5363

GLEN ALLEN, VA 23058

Questions? Call Glenn at 804/364-0500

2012 NVCAC Golf Retreat in Pictures

On July 24th, design and construction professionals converged on the Bull Run Golf Club for this year's NVCAC Golf Retreat. Participants were there to play and learn. This annual event offers an opportunity for NVCAC members to network with industry decision makers and discuss concrete in a relaxed atmosphere. NVCAC would like to thank our Educational Committee Chairman, Marc Granahan of Lehigh Cement for all his efforts in organizing this event.



“Thank you for your service to the architectural community.”

**-Jeff Wilburn
Heffner Architects**



“Beautiful location, nice weather, great company and a wonderful game of golf. The networking with many disciplines gave us a good opportunity to learn from each other while having a good time.”

**-Aref Etemadi
Director, Town of Leesburg**





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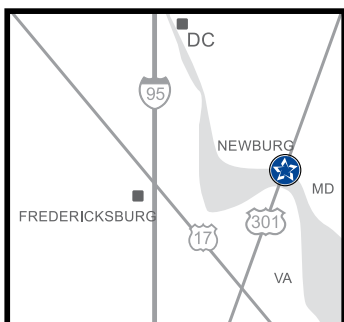
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Central Virginia Advisory Council Conducts a Round Robin Testing Laboratory Program in Richmond

By Steve Kerr, Central Virginia Council Technical Chairman

The Central Virginia Concrete Advisory Council conducted a 2012 Round Robin Cylinder Compression test program in Richmond in July. Richmond area Independent Laboratories, VDOT Materials, cement, admixture suppliers, and ready mixed concrete producers participated in the program.

The results are contained on the attached spreadsheet. As explained, the results are double blind. Participants are not identified on the report. We suggest you compare the results you recorded with those of the group. Should you find that your results differ significantly from the average, you may want to investigate your procedures for deviations from the ASTM standards that govern cylinder compression testing.

This year, we asked participants to test two sets of four cylinders. All cylinders were cast from a single batch of ready mixed concrete. Each laboratory tested one set which was cured for the first 24 hours within ASTM specifications at 73 degrees and one set which was cured for the first 24 hours outside where the ambient temperature reached 95 degrees.

This program achieves two main goals: 1.) allows participants to compare their results on identically prepared cylinders with that of the average, and 2.) allows participants to evaluate the strength result difference between initial curing that is within compliance with ASTM and that which is representative of on-site exposed curing in hot weather.

The average 28 day result of the 73 degree cure was 4627 psi. The average 28 day result of the outside, unprotected set was 4207 psi representing a difference of 420 psi.

For your reference, critical points from the standards that warrant review are:

ASTM C39 Standard Test Method for Compressive Strength of Cylindrical Concrete Specimens: This standard requires that each specimen must be loaded to complete failure. Testing is

Round Robin Cylinder Compression Test - June 2012 -

	73 degree Curing Set						Outside Curing Set						7 day: 73 degree - Outside	28 day: 73 degree - Outside
	7 day	7 day	7 day average	28 day	28 day	28 day average	7 day	7 day	7 day average	28 day	28 day	28 day average		
Laboratory 1	3500	3780	3640	4850	5010	4930	3420	3260	3340	4650	4610	4630	300	300
Laboratory 2	3740	3180	3460	4540	4620	4580	3380	3340	3360	4380	4300	4340	100	240
Laboratory 3	3310	2730	3020	4870	4560	4715	3380	3240	3310	4150	4170	4160	-290	555
Laboratory 4	3290	3290	3290	4500	4500	4500	3010	3200	3105	4210	4260	4235	185	265
Laboratory 5	3000	3070	3035	3980	4160	4070	3020	2980	3000	3760	3930	3845	35	225
Laboratory 6	3180	3170	3175	4380	4460	4420	3180	3060	3120	4130	4190	4160	55	260
Laboratory 7	3340	3470	3405	4890	4800	4845	3340	3130	3235	4110	4440	4275	170	570
Laboratory 8	3500	3460	3480	4860	4980	4920	2870	2870	2870	3740	3820	3780	610	1140
Laboratory 9	3530	3380	3455	4750	4840	4795	3350	3410	3380	4500	4140	4320	75	475
Laboratory 10	3580	3580	3580	4620	4700	4660	2710	2870	2790	3820	3740	3780	790	880
Laboratory 11	3800	3610	3705	4910	4720	4815	3240	3190	3215	4220	4560	4390	490	425
Laboratory 12				4640	4750	4695				4290	4420	4355		340
Laboratory 13	3040	3070	3055	4260	4440	4350	3180	3220	3200	4180	4480	4330	-145	20
Laboratory 14	3530	3430	3480	4740	4790	4765	3490	3150	3320	4560	4270	4415	160	350
Laboratory 15	3420	3270	3345	4330	4370	4350	3200	3120	3160	4100	4090	4095	185	255
Average			3366			4627			3172			4207	194	420
Standard Deviation			231			246			201			245		

not complete when the initial yield, or decrease in load, is observed during compression testing. Therefore, test cylinders that are still intact after compression testing are a good indication that they were not loaded to "complete failure" as required by the specification, and would represent a faulty test result. This is particularly critical when using neoprene pad cap systems. Also, the load rate must be maintained in the range of 20 to 50 psi/second. This equates to an application of load in the range of 565 – 1413 lbs/second for 6-inch diameter specimens and 251 – 628 lbs/second for 4-inch diameter specimens.


When using neoprene pad capping systems, special attention must be given to the end conditions of the test cylinders prior to testing, as prescribed in ASTM C 1231 Use of Unbonded Caps in Determination of Compressive Strength of Hardened Concrete Cylinders. There are two critical criteria that must be met regarding the end conditions: (1) the ends of the test cylinder must be perpendicular to the vertical axis within 0.5 degrees, (approximately 1/8 inch in 12 inches) and, (2) surface irregularities cannot exceed 0.20 inches, expressed as depressions measured under a straight edge and high spots or protrusions are not permitted. If a test cylinder does not meet both of these requirements the ends must be saw-cut to correct the end conditions prior to compression testing. The cylinders cast

for this program were in compliance with this requirement, but it is worthy of note for your day-to-day testing.

Also, the neoprene pads must be inspected regularly for signs of wear. If cracks are visible in a pad its use should be discontinued. Also, a record must be maintained of the number of uses of a set of pads, and their use discontinued after 100 tests.

The compression machine should be calibrated annually or whenever there is reason to doubt the accuracy of the results.

The cylinders shall be removed from the cylinders 24 +/- 8 hours from casting and placed in the moist curing environment. If the moist environment is a fog room, free water must be present on the surface of the cylinders at all times. If the moist environment is water storage tanks, the water must be saturated with calcium hydroxide. Temperature for each method shall be maintained at 73 +/- 3 degrees F.

The Central Virginia Advisory Council hope the program will be of value to present the test report on Pre-Construction meetings with General Contractors. The table emphasizes the importance of proper handling of cylinders and strength result difference with proper handling vs. cylinders not stored in a curing box. The difference could create a large difference in the strength results and cost penalties. 



The Virginia Ready Mixed Concrete Association and the
 Central Virginia Concrete Advisory Council
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Pervious Concrete Course Lecture	8 a.m. - 12 noon
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Written Exam-Certification	1 p.m. - 3 p.m.

Wednesday, September 12, 2012 • 8:00 a.m. – 3:00 p.m.

The Science Museum of Virginia • 2500 Broad Street, Richmond, VA 23220

Directions: -95 to Richmond Boulevard Exit #78. Bear Left onto Hermitage Road. Go South for 1.3 miles to West Broad Street (US 250). Turn Right unto West Broad Street and proceed one half mile, The museum is on the right. Free parking.

Who Should Attend?

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Phone: _____ E-mail: _____

Registration fee: \$275. Make checks payable to Central Virginia Concrete Advisory Council. Registration is required before September 7th to guarantee your space. Fee includes textbook, exam and NRMCA certification. Space is limited! Mail your registration and payment to Bill Denison, Value Engineering Specialist, Titan America, 2125 Kimball Terrace, Norfolk, VA 23502.

Questions? Contact Bill Denison at 757/435-0530--wdenison@titanamerica.com or Keith Beazley at keith@vrmca.com.

Management Training 101: Avoid the Legal Pitfalls Associated with Employee Leave and Counseling

By John G. Kruchko and Kevin B. McCoy

When it comes to employee relations issues, the most common type of training that companies offer their managers is “EEO training” or “Sexual Harassment” training. Those are certainly important topics and you should continue to train your managers on those subjects. However, while there are important nuances, most managers nowadays generally understand that haranguing a subordinate for sex or terminating an employee because of their race is illegal. Consequently, managers have become more adept over the years at handling those issues. Too often, managers know how to handle the extreme issues (e.g., a female employee walks into the office and complains that her colleague is e-mailing her pornographic material); but managers have little idea how to effectively handle the more routine issues, such as those surrounding employee leaves of absence or performance counseling. Handling such everyday issues correctly is just as important (arguably even more so, due the frequency with which they occur) as the sexual harassment or discrimination issues, and these routine issues warrant training in their own right. There are too many issues to cover here, but let’s start with employee leave and counseling.

Understanding and Managing Employee Leaves of Absence

Leaves of absence come in many shapes and sizes. Some are based on company policy. Others are based on federal law, and still others may be based on state law or local ordinance. However, far and away, the most common employee leave issues are related to the Family and Medical Leave Act (“FMLA”) and the Uniformed Services Employment and Re-employment Rights Act (“USERRA”).

The FMLA: The FMLA isn’t just for maternity leave; and you don’t

have to be out for weeks on end to utilize it. Today, the FMLA covers a broad swath of persons, illnesses, and situations – some of which are easily recognized, and some of which are not. With both the denial of leave and retaliation being viable claims, correctly managing your employees’ leave is paramount. Here are the basics:

- Covered employees get up to 12 weeks of unpaid leave per year for the following:
 - *A serious health condition of the employee, spouse, parent, or child;*
 - *The birth and care of a child or adoption or foster care placement;*
 - *“Qualifying exigencies” arising from spouse, child, or parent’s active duty military service.*
- Covered employees who are the spouse, child, parent, or next of kin of an injured service member with a serious health condition can take up to 26 weeks of unpaid leave per year to help care for the service member. This is commonly referred to as “caregiver” leave.

Insider tips for managers: (1) Use the Department of Labor (“DOL”) forms regarding FMLA leave eligibility and certification; they are designed to ensure compliance and can be downloaded directly from the DOL’s website (www.dol.gov); (2) Run the FMLA unpaid leave concurrently with any accrued, paid leave the employee has available (and change your handbook policy to require it); (3) periodically check in with employees who are on leave to monitor their progress and expected return date; (4) notify HR of any employee injuries or illnesses, even if you don’t think they are FMLA qualifying; and (5) know the laws of the state where the employee works pertaining to family or medical leave. Some states’ laws require more leave

than the FMLA provides.

USERRA Military Leave: With military service members returning home and countless others engaged in either active or reserve duty, issues surrounding military leave and returning to work continue to dominate the workplace. Managers should, at a minimum, be aware of the following:

- Employees may take unpaid leave for active or reserve military duty.
- Following completion of service, the employee should be reemployed in the position he/she would have held but for the intervening military service (commonly called the “escalator principle”).
- Returning service members must give advance notice of their desire to be reemployed; the notice period depends of the length of service.
- For leave less than 31 days in length, the employee retains health insurance through the employer as if he had not taken military leave. For longer periods of absence, the military provides coverage.
- Employers cannot discriminate or retaliate against employees based on (1) the need for military leave, or (2) the desire to be reemployed following military service.

Effective Employee Counseling

Employee counseling happens every single day. Whether it is an informal, off-the-cuff observation (good or bad) about an employee’s performance, a formal conversation where the employee is being reprimanded, or a formal written warning, managers need to be trained on how to effectively counsel their employees – both to ensure quality performance and to avoid potential legal liability.

There are three (3) key principles to effective employee counseling: (1)

know what the company policies require or allow; (2) know the end result before you begin; and (3) use the experience to teach the employee how to perform better.

In terms of your company's counseling or discipline philosophy, it should be memorialized in the handbook or some other policy. Managers should know what the policy says before they begin counseling employees about a specific situation. The policies may address the specific counseling circumstance at issue. If you are confused, ask the HR department for guidance. They are there to help.


Before speaking with an employee or writing a warning letter, know the end result. Counseling and disciplinary discussions can be difficult; no manager wants to be "the bad guy." Knowing what the result will be can allow for less variation in the outcome due to the pressure of having a "face-to-face" meeting and the negotiations, recriminations, apologies, and explanations that tend to dominate such meetings. Knowing the end result at the outset will also allow for more consistent counseling and disciplinary practice across the company and may create fewer legal headaches for the company down the road, should an employee complain he was treated differently from one of his co-workers.

Lastly, use the counseling session as a "teachable moment" for the employee. Counseling and disciplinary practices are not simply there for the employee's (or the manager's) enjoyment; they are there to hopefully improve the employee's performance and/or stem whatever problem or challenge the employee is trying to overcome. Explaining to the employee

that the process is there to help them correct any weaknesses and not designed as merely a "punishment," can allow the employee to accept the critique in a positive fashion and move forward toward accomplishing the necessary goals.

Insider Tips for Managers: (1) For "serious" counseling sessions where termination will (or may soon) result, have two (2) managers present when meeting with the employee; (2) Do the counseling session at the end of the day, if possible; (3) if you are counseling or interviewing multiple employees (such as for an internal investigation), meet with the "victim" first and interview the "accused" last; (4) even if your counseling or interview session was strictly verbal, prepare a "memo to the file" detailing the meeting and place the memo in the employee's personnel file; and (5) counsel and discipline consistently; do not let your personal like or dislike of an employee impact the counseling or disciplinary decisions.

Conclusion

Correctly managing issues surrounding employee leave and counseling can be critical to avoiding costly litigation. Leave and counseling scenarios arise far more often than the more hyped "sexual harassment" but, if mishandled, can just as easily lead to a disgruntled employee filing a lawsuit or worse – actual liability for the company. Employers should not assume their managers know how to instinctively handle these issues, but should train their managers to handle them in a manner that is consistent with company policy and defensible (if necessary) in a court of law. 

Copyright 2012 Kruchko & Fries

John G. Kruchko is a Partner with the Management Labor & Employment Law Firm of Kruchko & Fries in Tysons Corner, Virginia; Kevin B. McCoy is also a Partner with the Firm. For more information, please contact Mr. Kruchko or Mr. McCoy at (703) 734-0554 or JKruchko@KruchkoandFries.com, or KMcCoy@KruchkoandFries.com. This article is published for general information purposes, and does not constitute legal advice.

On the Horizon Calendar of Upcoming Events

SEPTEMBER 5, 2012

Green Building Symposium

10:00 AM - 3:00 PM

Virginia Science Museum
Richmond, VA

SEPTEMBER 11, 2012

HRCAC Business Meeting

11:30 AM

Surf Rider Restaurant
Virginia Beach, VA

SEPTEMBER 12, 2012

NRMCA Previous Contractor Certification

8:00 AM - 3:00 PM

Virginia Science Museum
Richmond, VA

SEPTEMBER 13, 2012

NVCAC Business Meeting

7:30 AM - 9:00 AM

Manassas, VA

SEPTEMBER 18, 2012

CVCAC Business Meeting

11:30 AM

Meadowbrook Country Club
Richmond, VA

SEPTEMBER 19, 2012

SWCAC Business Meeting

8 AM - 9:30 AM

Roanoker Restaurant
Roanoke, VA

SEPT 30 - OCT 2, 2012

VRMCA Fall Convention

Hilton Virginia Beach Oceanfront
Virginia Beach, VA

OCTOBER 4, 2012

CVCAC Golf Tournament

Shotgun Start 1:00 PM

Meadowbrook Country Club
Richmond, VA

Please visit the online calendar
for an up-to-date list of events.

www.VRMCA.com/calendar



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