



## Roanoke Cement Donates Pervious Parking to Salem Greenway Project


By Bob Nablo,  
Director of Industry Services

It's hard to believe, but the Roanoke Valley Greenway project was first proposed in 1905! Over the past century the proposals have been ignored, postponed, forgotten, delayed, revised and in some cases... acted upon. Citizens throughout Virginia and other parts of the country have recognized the benefits of greenways as walking, biking and general leisure areas, but more urgent projects frequently came first. The Roanoke Valley concept was revived in 1995. Several portions of the Roanoke Valley proposal have been built over the years, and new sections have been completed in recent years. In 2007 the comprehensive plan was updated, and new pieces of the greenway are now under construction.



Colorado Street Bridge needed a parking area. Marek suggested pervious concrete as a product that would serve the purpose and also fit with the environmentally-friendly concept of greenways. To further interest city officials – and get the project moving – he offered a donation of money and materials from Roanoke Cement. Salem accepted, and a 5,500 sq. ft. parking area of pervious concrete was designed and placed.

Earlier this year members of the SW VA Advisory Council met with engineers from the city of Salem to discuss the VRMCA Streets and Local Roads initiative. Several possible projects came out of that discussion, and at a later meeting Robert Marek, Roanoke Cement representative and SLR Committee Chairman, asked “What can we do NOW to demonstrate the benefits of concrete paving?”. Salem engineers mentioned the greenway project and suggested that the portion with a terminus at the South

The new stretch of greenway runs about a mile alongside West Riverside Drive and the Roanoke River, utilizing land that might not otherwise have a purpose. City Engineer Chuck Van Allman says that Salem has “about three miles left to do” and Greenway Coordinator Liz Belcher says the Roanoke River “is what ties our communities together”. 

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Questions? Contact Christina Sandridge at 434/326-9815  
or email [christina.sandridge@easterassociates.com](mailto:christina.sandridge@easterassociates.com).

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## Blue Ridge Council Continues Meetings with VDOT Engineers

By Bob Nablo,  
Director of Industry Services

In recent months the Blue Ridge Council has had several meetings with, and presentations by, VDOT officials. These presentations have been intended to better understand the VDOT requirements for new secondary roads, and to make friends with the officials who are decision-makers.

The very well-attended November meeting featured Jeff Lineberry, Transportation and Land Use Director for Staunton District. Mr. Lineberry talked about privately owned and maintained streets and roads throughout the Commonwealth, the VDOT requirements for designing new streets, how municipalities use the VDOT design specifications, and reminded Council members that a 23 year old concrete street still exists in Rockingham County.

These meetings have been quite helpful in understanding what it will take for us to begin designing and placing concrete



**Jeff Lineberry, Transportation and Land Use Director for the Staunton District, presents to members at the November meeting.**

streets and roads. It has also been a good venue for our industry to share concerns and expectations with VDOT. The VDOT people have been very approachable and are beginning to appreciate the economic value of concrete paving.

As a next step in this educational process, Chuck Starnes of F & R has

arranged for company President Sam Kirby to meet with several of the regional Councils and discuss the geotechnical work that goes into site design.

These meetings will be in conjunction with regular Council meetings in early 2012, so make plans to attend a nearby event. 🚚

### Early Walmart in Texas Still Has Original Concrete Parking Lot

Walmart store #293 in Navasota, TX, opened in May 1980 as a then-typical Walmart of its day, having a smaller footprint store than the supercenters many of us shop in today. These traditional-sized stores are still built in small numbers in rural locations. There was one thing that wasn't typical for its day; it had a concrete parking lot. The picture shown here is of the same concrete parking lot 31½ years later.

"While the lot is showing some signs of age, it is very serviceable and appears to be providing the parking needs for the store just as it did over 30 years ago," said NRMCA South Central Senior National Resource Director Vance Pool. "There was a long utility cut where the pavement had been replaced due to a pipe bursting years ago, but the majority of the original pavement is still in use. How is that for getting your money's worth!"

NRMCA is challenging its members to find an older Walmart concrete parking lot. If you can find one older than May 1980, contact Vance Pool at [Vpool@nrmca.org](mailto:Vpool@nrmca.org). 🚚



### Got News?



For coverage in future issues, send press releases and photos to [marci.malinowski@easterassociates.com](mailto:marci.malinowski@easterassociates.com) or mail materials to:

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



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## Register Now for the Virginia Concrete Conference

By J. Keith Beazley,  
Director of Industry Services

Join us for the 2012 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: What Makes Concrete Durable; Seismic Performance and Design of Concrete Bridges; Bridge Preservation; Concrete Pavement Roundabouts; and Lessons Learned on Concrete Pavement Patching. Please join us and learn about "Concrete: the Competitive Choice".

Please complete the Registration Form (see page 5) or call the ACPA, Mid-

Atlantic Chapter at 717/441-3506 for more information. Feel free to photocopy the form if more than one individual will be attending from your company.

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 1-800-525-9538 and ask for the "Concrete Conference" room block or reservations can be made online with instant confirmation at [www.starwoodmeeting.com/book/amconcrete](http://www.starwoodmeeting.com/book/amconcrete). The deadline for hotel reservations is February 15, 2012.

If you have additional questions about the Conference, please contact Keith Beazley at 804/347-7003. 🚚



### NVCAC Concludes 2011 with a Holiday Luncheon

NVCAC council wrapped up 2011 with a festive get together on December 9th at the American Tap Room in Reston. This was an opportunity for NVCAC members to reflect on the council's success in 2011 and to discuss potential opportunities in the upcoming year. After lunch, Jeff Slagle, General Manager of Rowe Materials and 2011 NVCAC Council Chairman and Hessam Nabavi with VRMCA thanked members for their support and participation in all the activities of the council. They gave special thanks to the committee chairs and members for their productivity and

tireless effort. Jeff and Hessam then recognized all of the committee chairmen for their leadership by complementing them individually for a job well done, and presenting them with a gift as a small token of appreciation for their efforts. A photo shoot was conducted with each chairman.

Hessam wrapped up the event by recognizing Jeff for his leadership and vision with a brief talk and a gift.

NVCAC is very appreciative of their members and their participation in the NOVA Council and continued promotion of our product. 🚚

# Virginia Concrete Conference

March 8-9, 2012

## Registration Form

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

### Registration Fees

- \$25.00 Student/Universities       \$50.00 VDOT/Government/Municipalities  
 \$65.00 ACPA/ACI/PCAV & VRMCA Members       \$85.00 Non-Member Industry

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

- Pavement Breakout Session       Bridge Breakout Session  
 Thursday Evening Reception, March 8, 2012       Friday Continental Breakfast, March 9, 2012

- Enclosed is a check for \$\_\_\_\_\_.       Please bill me.       Charge to my CC.

**NOTE: Recommended attire is business casual.**

### Exhibit Booth

- Sign me up for an Exhibit Booth space.       \$350 (Member)       \$500 (Non-Member)  
 Yes, I will need electric hook-up for the booth. *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.*

Complimentary registration for: Name: \_\_\_\_\_

- Please review the enclosed 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
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### Door Prize Sponsorship

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 I do not have a prize to donate, but I will donate \$\_\_\_\_\_ to be used to purchase Conference door prize(s).  
 Enclosed is a check for \$\_\_\_\_\_.       Please bill me.       Charge to my CC.

(Please send prizes/checks to the Chapter Office by February 21, 2012 or bring them to the hotel on March 8, 2012.)

**Deadline for registration is Tuesday, February 21, 2012.**

Mail or Fax this form to: **ACPA, Mid-Atlantic Chapter**, 800 N. 3rd St., Suite 503, Harrisburg, PA 17102-2025  
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# Think of Making Some Business-Related New Year's Resolutions to Minimize Employment Liability

By John G. Kruchko and  
Kathleen A. Talty

The first of every New Year usually means a period of personal introspection, which is then followed by a laundry list of resolutions, ranging from weight loss and a regular exercise program to a multitude of other self-betterment wishes. More often than not, those New Year's resolutions are broken and are unfulfilled by the end of January. You may want to consider making some human resources-related resolutions for 2012 and commit yourself to seeing them through. In doing so, you will be taking some affirmative steps to reduce your company's exposure to potential liability. Here are some suggestions:

## Conduct an Internal I-9 Audit

A routine part of the employment process now incorporates the completion of the I-9 form by the new employee. What should also become a routine practice is an in-house audit of those I-9 forms. While employers are not expected to be document fraud experts and should be able to rely on the documents that are presented by a new employee in order to establish employment authorization, unless the unreliability of the documents is obvious on their face, the correct and full completion of the I-9 form is often not monitored for accuracy.

Experience has shown that when errors are made on the I-9 form, they typically are repeatedly made if the same Human Resource person is the employer representative who is assigned the responsibility for completing the I-9 form. Because the fines for failing to accurately complete the I-9 form can range from \$110.00 to \$1,100.00 for each form that contains an error, the cumulative effect can be substantial. Of course, if the employer's failure to accurately complete the I-9 form or to secure the correct documents results in the employment of unauthorized aliens, the civil fines can range from \$375.00 to \$16,000.00 for each unauthorized worker, as well as potential criminal sanctions.

Section 1 of the I-9 form is completed by the employee. Some frequent errors in Section 1 of the form include misidentifica-

tion by an employee as a lawful permanent resident and then providing an expiration date; or omitting a birthdate. After the employer representative examines the original documents that are presented to establish identity and work authorization, the employer representative is required to record the documents in the correct columns in Section 2 of the I-9 form. Often, the documents are not recorded in the correct column or all the necessary information, e.g., document number, expiration date, about the documents is not included in Section 2. In cases in which an employee checks the fourth box in Section 1, i.e., an alien authorized to work, and includes an expiration date, the employer is required to complete Section 3 to update or re-verify the employee's continued work authorization. More often than not, employers overlook the re-verification process requirement.


When conducting an in-house audit of the company's I-9 forms, each form and accompanying documents should be carefully reviewed. If errors or omissions are found in Section 1 of the I-9 form, the employee should be asked to make the correction or to include the missing information. Any correction that is made should be initialed by the employee and the date that the correction is made should be noted next to the employee's initials. The same procedure should be followed in Sections 2 and 3 of the I-9 form, which are the sections that the employer is responsible for completing. Any additions or corrections to these Sections should be initialed and dated by the employer representative. It is critical that the actual date that the correction or addition is made on the I-9 form is noted on the I-9 form. Do not back-date any correction or addition.

## Conduct Supervisory Training

The decisions issued by the federal and state courts illustrate that, despite the fact that we are in the 21st Century, harassment in the workplace continues to remain an employee relations issue. While sexual harassment claims are more prevalent, harassment actions encompass

all forms of protected classifications, e.g., race, disability, national origin, religion, age, etc. The reported decisions highlight the fact that frequently the reason the harassment matter escalates to a situation where an employee files an administrative discrimination charge or later a court action is that management's response to the initial internal complaint was ineffective or management completely disregarded the concerns registered by the employee. While an innocent joke or an off-handed comment will not alone, usually, result in liability for harassment, a pattern of activity or comments can result in liability. Supervisors should know what conduct is not acceptable in the workplace.

To maximize an employer's defenses to harassment claims, it is important that supervisory employees are thoroughly familiar with the company's harassment policy and also their role in ensuring that the workplace is free from all forms of workplace harassment. Supervisory personnel should receive effective training on harassment in the workplace. The front-line supervisory personnel should be included in the training because they are the individuals who interact most closely with employees and are the individuals who are most closely involved with the employees' daily activities. The harassment training should contain the legal elements of a claim of workplace harassment, as well as the monetary consequences that can be imposed in cases where an employer has been found liable. The supervisory training should also encompass practical examples of what can constitute impermissible harassment. Finally, the training should address the employer's internal complaint process for harassment claims and the supervisor's responsibility when such claims are brought to his/her attention.

In taking time to make some work-related New Year's resolutions and then to develop a time line for completion of those resolutions should start 2012 on a positive note and should, in the long run, achieve some proactive and effective measures. 

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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 JKruchko@KruchkoandFries.com, or KTalty@KruchkoandFries.com. This article is published for general information purposes, and does not constitute legal advice.

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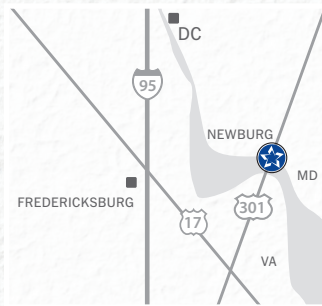
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