



Arlington County Public School #1 Named, Scheduled to Open Fall 2015

By Hessam Nabavi,
Director of Industry Services

Arlington County Public Schools Elementary School #1 now has an official name. It is called "Discovery Elementary School". As I reported last February, it is anticipated to become the first Net-Zero Energy School on the east coast. A Net-Zero Energy (NZE) Building uses the same amount of energy measured annually as it produces using on-site renewable energy sources (wind, solar, etc.). The project's primary goal is to set a new standard in the design of learning environments in the 21st century. To achieve the NZE status, various design elements such as site topography, building foot print, solar orientation, building structural, mechanical & lighting systems and energy use were being evaluated and examined. Discovery ES will be a two story building envelope consisting of smaller components to reduce the visual impact with a large roof canopy in the front acting as the school's front porch. The building and the covered canopy offer enough roof area to house the photovoltaic panels which are needed for NZE operation.

Some of the technologies that are used to achieve the NZE are as follows; a 496 solar array which is incorporated into the design along with the use of 3,000



linear feet of Insulated Concrete Form (ICF) bearing wall construction (high R-Value combined with high thermal mass allows the building to maintain set point temperature for longer periods of time), all LED lighting, daylighting (minimizing the use of artificial lighting), daylight harvesting, additional lighting controls (occupancy sensors, vacancy sensors, photocells and timers), new energy use approach to kitchen design, a distributed on-demand pumping system for ground source heat pumps, an overall plug load reduction, and finally a different approach to the scheduling of building systems.

To bring everything into perspec-

tive, this 98,000 SF building with the maximum capacity of 684 students in grades Pre-K through 5, is designed for an Energy Use Index (EUI) of 23 KBTU/

continued on page 3

in the mix ...

ACI Class Schedule.....	2
New Vinton Library Under Construction	3
Concrete Works Demo	4
VRMCA Newsletter Insertion Order	5
Community Design Center Talks with Concrete.....	6
VRMCA to Visit with Legislators	6
The Mixer Truck ROADEO is Coming!.....	7
2015 General Assembly Session	8
NLRB Opens Company Email Systems to Employees for Communications Protected by the National Labor Relations Act	10
Calendar of Upcoming Events.....	11

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Harrisonburg	June 9, 10 & 11
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Questions? Contact George Boykin at (434) 906-2186
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ICF School *continued from page 1*

SF/year. Regional average energy use is about 70 KBTU/SF/year. A 23 KBTU/SF/year in the new Discovery ES will be one-third of the energy use of a typical regional ES. This 65% reduction in energy use will result in savings of \$52K in the first year, and \$1.4 M in 20 years. In addition to the savings, there will be a 6.3% annual return over 20 years using Photovoltaic solar panels. When this is added to other energy conservation savings, the new school will cost \$47K less to operate than an average APS school in one year. This positive cash flow will be returned to the school's operating budget.

Beyond the financial value, the benefits of environmental and energy stewardship of a NZE School allow the school, inhabitants and community members to enjoy the full benefit of a fully offset carbon footprint.

Discovery Elementary School is scheduled to open in Fall of 2015. 🚧



New Vinton Library Under Construction

By Bob Nablo, Director of Industry Services

The new Roanoke County Library, situated in the town of Vinton, is under construction and completion is anticipated in the fall of 2015. The \$10 million, 22,000 sq. ft. project is well under way, taking the location formerly occupied by a floral supply firm on a prime downtown site. This library is one of three that Roanoke County has built, or is building, in the last couple of years.

Designed by HBM Architects, the new building will have twice the capacity of the old library and about four times the parking area. Avis Construction of Roanoke is the contractor. Bids for concrete and asphalt paving were accepted, and while the paving decision has not yet been made, the concrete bid was viewed as highly competitive. The old library, built in 1969, will remain open until the new facility is complete. It had become apparent that the old building was not going to be able to be modernized enough to accept the technological advances required of a modern library. Roanoke County libraries director Diana Rosapepe said there just wasn't enough space, and every time new computers were added, books had to be removed.

Vinton officials had originally expected public surveys to demand a traditional-looking building, along the lines of the current Vinton War Memorial, with red brick and white columns, but were surprised when every survey showed a desire for a contemporary structure. The new building will have plenty of windows and several orange accents. The completed facility will have public computers, meeting rooms and a coffee shop upstairs. It will also have an upstairs patio with a view of the Mill Mountain star and an outdoor movie screen. Local rumors about the site included stories about a time capsule on the property and underground storage tanks from a previous gas station, but no sign of either was ever found.

Rosapepe says "Libraries are busier than they have ever been, and what's changing about them is that they're not just piles of books." "All of these buildings are designed to meet a lot of needs that we never used to have." 🚧



Concrete Works Demo

By Ann-Germaine Danz,
Director of Industry Services

Technology improves all of our lives with greater efficiency, faster communication, real-time updates – and often makes it more complicated when we are unaware of the best practices for the tools available. Bill Denison from Titan America was kind enough to demonstrate the free Concrete Works software for the Technical Committee at the quarterly meeting. For those interested, Concrete Works can be downloaded for free through the Texas Department of Transportation website under engineering software.

Users must register with their name, contact information, and accept the terms. While access is currently free to this proprietary software, Texas DOT may change their policy in the future, so it is important to stay informed of updates. Once your individual contact information is included, follow the on-screen prompts to download, unzip the file, and install the program.

Concrete Works design software was developed at the Concrete Durability Center at the University of Texas through research funded by the Texas Department of Transportation. Outputs include concrete mixture proportioning, thermal analysis, crack prediction, and chloride diffusion service life. Engineers can use this tool for longevities and thermal properties on structural concrete, mass concrete shapes and concrete pavement.

Factors are built in to help with predicting how a particular mix of concrete



Engineering Software
Home > Inside TxDOT > Divisions > Information Technology

The following information has been submitted to TxDOT:

Name: Ann-Germaine Danz
E-mail: ann@urmca.com
Business: Virginia Ready-Mixed Concrete Association
Address: 250 West Main Street Suite 100 Charlottesville, VA 22902
Application: ConcreteWorks 2.1.3

Instructions: 1. Run the downloaded file, a self-extracting ZIP archive, and unzip the contents into a temporary directory.
2. Read Readme.txt for installation instructions.

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Application: ConcreteWorks

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will act during placement, while in the curing phase, and over the long-term. Bill walked us through many of these features including how to modify the default settings for your geographical area, chemicals or materials included, and the geometry of your placement. Data included is location-specific; each state is loaded based on historical data of major cities. Weather information references Weather Underground for current and past conditions related to wind speed factor, solar radiation, and yearly

temperatures. One interesting application is the ability to model submerged or partially submerged concrete sections for the MLK extension and Midtown Tunnel in Hampton Roads. Users also have the ability to animate factors over time and see how two different mixes would perform against one another based on temperature, maturity and compressive strength. Data compiled in these animations can be exported to a PDF for sharing with others or posting to reports. 🚧

THANK YOU

VRMCA gratefully acknowledges the support of our 2015 Meeting & Convention Sponsors



VRMCA 2015

Newsletter Insertion Order



The VRMCA Ready-Mixer newsletter is distributed monthly to the entire membership and other industry individuals. **Total circulation is approximately 350.**

<u>Ad size</u>	<u>Dimensions</u>	<u>One Issue</u>	<u>Four Issues</u>	<u>Six Issues</u>	<u>Twelve Issues</u>
Full page	7.5" x 10"	\$276	\$992	\$1,406	\$2,646
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Advertising copy must be digital and submitted as a .tif, .jpeg, or .pdf file type with a resolution of 300 dpi. Ad placement is random, but specific placement may be available on a per issue basis. All ads are printed in full color. Please email your ad directly to marci.malinowski@easterassociates.com by the dates below:

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Community Design Center Talks with Concrete

By Ann-Germaine Danz,
Director of Industry Services

Community design is focused on improving the built environment and beautification of the urban landscape by providing design and planning resources to those not typically reached by architects. The broader community design movement can be compared to a domestic version of Doctors Without Borders or Architects Without Borders, where professionals take their trade into under-developed nations to serve individuals free of charge. In the Richmond area, Storefront for Community Design fills that void by enlisting local architects to volunteer their time and charging fees on a sliding scale based on need. Executive Director Ryan Rinn came to speak to the Central Virginia Promotional Council this month to share some exciting projects they are working on and ways that ready mixed concrete producers can support the work of Storefront for Community Design.

Work at the Storefront does not aim to compete with the mainstream architecture and engineering community. Designers participating in the services are on a strictly volunteer basis, most are working at major local firms including Baskerville, BCWH, Glave & Holmes, and Salder & Whitehead. Volunteer consultants apply to participate, then watch



for requests from the community to be listed. They take the time to research the site, reference their vast resource library, and speak with the client to get a sense of what is most needed from the project. Once the research phase and design process is complete, the community design center passes the documents over to a design firm to complete the sealed and stamped drawings for construction.

Past projects have ranged from graphic design of a logo to farmer's market stands to façade improvements. One that stands out for the paving community is a proposal for traffic calming on Jefferson Avenue. As many of you are aware, Richmond has an incredibly active cyclist population. To increase the safety of cyclists and pedestrians the designer added dedicated bicycle lanes, sidewalk upgrades, and implemented one-way traffic on adjacent streets. Pocket parks, or small green spaces with trees and benches, provide a break from

the urban landscape where there is not room for a full city park. Another project worked on façade improvements for a historic building on East Broad Street. This facelift benefits the business located here by drawing in more business and maintains the historic character of the larger neighborhood. By enlisting design professionals these projects were able to benefit from the resources available and the vast experience of the architects involved.

Mr. Rinn shared that the Storefront offices are aiming to add to their skills set with an on-site Maker Space. This modern version of a wood shop includes tools to create architectural models or massing models to visualize how forms fit together. It differs from past workshops with the addition of 3D printing technology to create rapid prototypes or even finished assemblies depending on the material used for printing. Architects volunteering for the Storefront and Virginia Commonwealth University students participating in their mOb (Middle of Broad) semester would have access to the space for creating cutting-edge designs and experimenting with new tools. The Storefront is aiming to transform their basement level of their Broad Street office into the maker space and requested help in outfitting the design studio. 🚚

VRMCA to Visit with Legislators

Let your voice be heard. Make plans now to join us on Wednesday, February 4th to visit with State Legislators at the Capitol in Richmond. Meet us at the Omni Richmond Hotel at 8:30 a.m. for a breakfast buffet and to discuss talking points. We will then proceed to Capitol Hill at 9 a.m. to visit with the legislators. Men should plan to dress in coat/tie and women in business attire.

A block of rooms has been reserved at the Omni, if you should need to stay overnight. Please mention VRMCA when you make your reservation to receive the \$179 group rate (all members are responsible for their own hotel charges).

You must let us know if you plan to attend. Contact Christina Sandridge at (434) 326-9815 or email christina.sandridge@easterassociates.com. 🚚



The Mixer Truck ROADEO is Coming!

Put on your hat and saddle on up to the Meadow Event Park in Doswell, VA on Monday, May 4th to participate in this year's roadeo.

Mixer-Truck Drivers from all VRMCA Member Companies are invited to compete in this rewarding day of fun focused on driver education. Mixer truck drivers compete and accumulate points in three categories to compile a final score: written exam, pre-trip inspection and a driving/challenge course. The highest combined score wins First Place!

Drivers will be competing for a chance to win a top prize of \$500.00 in cash and a free trip to The Greenbrier for the 2015 VRMCA Spring Convention. The Second Place finisher will win \$350.00 in cash.

Sign up now! Registration is \$150 per driver. Registration needs to be received no later than Monday, April 27th, 2015 to be included in this year's event. We need drivers and volunteers to make this day a success!



Virginia Ready-Mixed Concrete Association
2015 Mixer Truck
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PLEASE NOTE: Drivers must bring their own hard hats, work boots, and reflective vest or equivalent reflective wear as required by your company (basically what they wear every day to work). *Failure to bring these items could result in disqualification.*

To register for this event online, please visit www.vrmca.com.

Sponsorships opportunities are also available. To learn more, contact Christina Sandridge at (434) 326-9815 or email christina.sandridge@easterasociates.com.

Special thanks to Vulcan & Titan for donating trucks to use for this event. 🚚

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2015 General Assembly Session

The follow are bills of interest being introduced during the 2015 regular session of the General Assembly.

HB 1431 Truck weight limits; overweight permits.

Chief patron: Cole

Summary as introduced: Truck weight limits. Applies weight limits presently applicable only to coal trucks to trucks hauling other cargoes as well.

HB 1835 Virginia Public Procurement Act (VPPA); methods of procurement.

Chief patron: Gilbert

Summary as introduced: Virginia Public Procurement Act (VPPA); methods of procurement; job order contracting and cooperative procurement. Clarifies that small purchase procedures include the procurement of construction and that any such procedures shall not waive compliance with the Uniform State Building Code. The bill also increases contract amounts for job order contracting and provides that (i) order splitting with the intent of keeping a job order under the maximum dollar amounts prescribed is prohibited, (ii) no public body shall issue or use a job order solely for the purpose of procuring professional architectural or engineering services, and (iii) job order contracting shall not be used for construction, maintenance, or asset management services for a highway, bridge, tunnel, or overpass. The bill clarifies the provisions of the VPPA related to cooperative procurement and requires that by October 1, 2017, the Department of Small Business and Supplier Diversity, public institutions of higher education having level 2 or 3 authority under the Restructured Higher Education Financial and Administrative Operations Act of 2005, any state agency utilizing job order contracting, and the Virginia Association of Counties, the Virginia Municipal League, and the Virginia Association of Governmental Purchasing on behalf of local public bodies working cooperatively report their respective experiences and findings relating to the appropriateness and effectiveness of job order



contracting in general, the job order project cost limitations as added by this bill, and the architectural and professional engineering term contract limits to the Chairmen of the House Committee on General Laws and the Senate Committee on General Laws and Technology. The bill further provides that its provisions shall not apply to any solicitation issued or contract awarded before July 1, 2015, except that the provisions of subsection B of § 2.2-4303.2, as added by this bill, shall apply to any renewal of a job order contract. The bill contains numerous technical amendments and is a recommendation of the General Laws Special Joint Subcommittee Studying the Virginia Public Procurement Act.

HB 1887 Transportation; funding, formula, update annual reporting, and allocations.

Chief patron: Jones

Summary as introduced: Transportation funding; formula, reporting, and allocations. Removes the Executive Director of the Virginia Port Authority from the Commonwealth Transportation Board (CTB) and makes the members of the CTB subject to removal by the Governor for malfeasance, misfeasance, incompetence, misconduct, neglect of duty, absenteeism, conflicts of interest, failure to carry out the policies of the Commonwealth, or refusal to carry out a lawful directive of the Governor. Both provisions would become effective July 1, 2017.

The bill updates the annual report of the Commissioner of Highways made to

the Governor and the General Assembly and adds that such report be submitted to the Joint Legislative Audit and Review Commission and the CTB. The report must include the condition of existing transportation assets; the methodology used to determine maintenance and state of good repair needs; performance targets and outcomes; a listing of prioritized pavement and bridge projects based on the priority ranking system; VDOT strategies for improving the safety, security, and operations of highways; and a review of the VDOT's collaboration with the private sector in delivering services.

The bill adds to transportation funding considerations the state of good repair purposes along with asset management practices and maintenance and requires the CTB to develop a priority ranking system for structurally deficient bridges and deteriorated pavements.

The bill establishes the high-priority projects program and the highway construction district grant program and replaces the \$500 million annual allocation made by the CTB and the 40-30-30 allocation formula to the primary, secondary, and urban highways with a new 40-30-30 allocation of funds to state of good repair purposes, high-priority projects, and highway construction district grants.

The bill also reallocates the interest, dividends, and appreciation that currently accrue to the Transportation Trust Fund and Highway Maintenance and Operating Fund: two-thirds of such current accruals to the Virginia Transportation Infrastructure

Bank and one-third of such accruals to the Transportation Partnership Opportunity Fund. The bill also removes the definition of “grant” from the Virginia Transportation Infrastructure Bank and excludes grants from other financing, thereby removing the ability of a governmental entity to apply for a grant. The bill also allows the CTB to make transfers from the Toll Facilities Revolving Account to the Virginia Transportation Infrastructure Bank.

Further, the bill authorizes the Department of Rail and Public Transportation to enter into agreements not to exceed 20 years under the Public-Private Transportation Act to improve passenger rail service with private entities that finance improvements in return for annual payments.

HB 1731 Natural Resources, Secretary of; required to report on certain environmental issues.

Chief patron: Sullivan

Summary as introduced: Secretary of Natural Resources; report on certain environmental issues. Requires the Secretary of Natural Resources, in consultation with appropriate state and federal agencies, to report annually to the Governor and the General Assembly on certain environmental issues, including energy, air pollution, and adaptation and resilience to extreme weather events and sea-level rise. The bill provides that the Secretary shall recommend necessary legislative action and may pursue available federal or private grants to assist the Secretary in providing the report.

HB 1870 Ground water management area; withdrawal permits.

Chief patron: Bulova

Summary as introduced: Ground water withdrawal permits; subdivisions. Requires the developer of any subdivision in a ground water management area to obtain a withdrawal permit if the total volume projected to be withdrawn by all of the individual wells in the subdivision equals or exceeds 300,000 gallons per month. The bill requires a withdrawal permit for any subdivision that receives plat approval on or after January 1, 2016, and requires that the permit be amended for the construction of any additional well.

The bill also specifies the procedure by which a developer may transfer the subdivision’s withdrawal permit.

HB 1797 Department of Small Business and Supplier Diversity; definition of small business.

Chief patron: Knight

Summary as introduced: Department of Small Business and Supplier Diversity; definition of small business. Changes the definition of small business to require the business, together with affiliates, to have 250 or fewer employees and average annual gross receipts of \$10 million or less averaged over the previous three years. Currently, a small business is required to meet one or the other of these conditions.

HB 2002 “Jake brakes” or Jacobs brakes; local regulation.

Chief patron: Torian

Summary as introduced: Use of “Jake brakes” in localities. Authorizes counties, cities, and towns to regulate the use of “Jake brakes” when operating motor vehicles within their boundaries.

SB 885 Small Business and Supplier Diversity, Department of; changes definition of small business.

Chief patron: Petersen

Summary as introduced: Department of Small Business and Supplier Diversity; definition of small business. Changes the definition of small business to require the business, together with affiliates, to have 250 or fewer employees and average annual gross receipts of \$10 million or less averaged over the previous three years. Currently, a small business is required to meet one or the other of these conditions. This bill is a recommendation of the General Laws Special Joint Subcommittee Studying the Virginia Public Procurement Act.

SB 1154 Discharge of deleterious substance into state waters; notice.

Chief patron: Wexton

Summary as introduced: Discharge of deleterious substance into state waters; notice. Requires any person who unlawfully discharges any deleterious substance

into state waters to notify the Department of Environmental Quality (the Department) and the coordinator of emergency services of the affected locality within 12 hours. Current law allows such a person 24 hours to give notice and gives the person a choice between notifying the State Water Control Board (the Board), the Director of the Department, or the local emergency services coordinator. The bill also requires the Board or the Department to provide each report of a discharge to local newspapers, television stations, and radio stations within 24 hours of receiving it.

SB 1096 Use of ‘Jake brakes’ in localities.

Chief patron: Vogel

Summary as introduced: Use of “Jake brakes” in localities. Authorizes counties, cities, and towns to regulate the use of “Jake brakes” when operating motor vehicles within their boundaries.


SB 1159 Highway projects; Commonwealth Transportation Board to develop a life-cycle cost analysis.

Chief patron: Edwards

Summary as introduced: Life-cycle cost analysis of highway projects. Requires the Commonwealth Transportation Board to develop a life-cycle cost analysis for all primary highway projects approved by the Board for which the total cost of initial construction exceeds \$500,000. The bill requires the analysis to include the total initial cost of the project and projected future maintenance costs and requires the Board to make project decisions accordingly.

SB 1246 Parking and engine idling; certain cities and counties to prohibit.

Chief patron: Deeds

Summary as introduced: Local regulation of engine idling. Allows certain cities and counties to prohibit engine idling of certain stopped or parked motor vehicles. 

NLRB Opens Company Email Systems to Employees for Communications Protected by the National Labor Relations Act

Perhaps overlooked due to the announcement by the National Labor Relations Board (“NLRB” or the “Board”) of its revised procedures for union elections, the NLRB issued a decision on December 11 that will have a far-reaching impact on employers’ e-mail systems.

The Board’s Decision

In *Purple Communications, Inc.*, 361 NLRB No. 126 (2014), the NLRB overturned *Register Guard*, 351 NLRB 1110 (2007), *enfd in part*, *Guard Publishing v. NLRB*, 571 F.3d 53 (D.C. Cir. 2009). In *Register Guard*, the Board had held that employees have no statutory right to use their employers’ email system for Section 7 purposes. Section 7 of the National Labor Relations Act (“NLRA” or the “Act”) gives employees the right to form, join, or assist unions and to engage in other concerted activities for mutual aid and protection. Section 7 protects activities on behalf of a group of employees that could include criticism of a company’s policies and procedures or its management, or other terms and conditions of employment, such as advocating for \$15 per hour.

In a sharply divided 3-2 decision, the majority held that *Register Guard* improperly elevated property rights of employers over employees’ rights. The Board determined that emails in the workplace are a means for employees to communicate effectively with each other at work about union organization and other terms and conditions of employment.

The case arose in the aftermath of a union campaign. The Communication Workers of America (“CWA”) lost a union election and filed election objections and an unfair labor practice charge challenging the company’s electronic communications policy. The policy stated in part that the company’s computer and email system should be used for business purposes only. It also stated:

Employees are strictly prohibited from using the computer, internet, voicemail, and email system, and other Company equipment in con-



nection with any of the following activities:

- *Engaging in activities on behalf of organizations or persons with no professional or business affiliation with the Company.*
- *Sending uninvited email of a personal nature.*

No employee had been disciplined under the policy. The basis of the CWA’s challenge was that the policy was unlawful on its face. Relying on *Register Guard*, the administrative law judge (“ALJ”) ruled in favor of the company on this issue.

Overruling the ALJ, the Board majority held: “we decide today that employee use of email for statutorily protected communications on nonworking time must presumptively be permitted by employers who have chosen to give employees access to their email systems.”

The Board stated that its decision was “carefully limited.” “First, it applies only to employees who have already been granted access to the employer’s email system in the course of their work and does not require employers to provide such access. Second, an employer may justify a total ban on nonwork use of email, including Section 7 use on nonworking time, by demonstrating that special circumstances make the ban necessary to

maintain production or discipline. Absent justification for a total ban, the employer may apply uniform and consistently enforced controls over its email system to the extent such controls are necessary to maintain production and discipline.” The decision did not address email access by nonemployees or any type of electronic communications systems other than email.

The Dissenting Votes

The two Republican members wrote dissents covering 43 pages stating why they consider the decision ill-considered, unworkable, and unlawful. Member Miscimarra argued that limiting use of an employer’s email system is not an unreasonable impediment to employees’ exercise of rights under the NLRA. He stated that given the nature and use of email systems in most workplaces it will make it very difficult, if not impossible, “to determine whether or what communications violate lawful restrictions against solicitation during working time.”

Member Johnson warned that it is “extremely naive to believe that substantial amounts of work time, in the aggregate, will not now be spent on these communications – on a basis that is essentially unmonitorable by the employer.” Johnson also raised a First Amendment argument that “the Board now requires an employer

to pay for its employees to freely insult its business practices, services, products, management, and other employees on its own email. All this is now a matter of presumptive right, as long as there is some marginal tie-in of the communications to group terms and conditions of employment."

Issues Raised by the Decision


The majority opinion in Purple Communications raises many issues and provides insufficient guidance for employers.

- The Board stated that "it will be a rare case where special circumstances justify a total ban on nonwork email use by employees." No examples of what could meet that high hurdle were provided.
- The decision permits employers to provide uniformly and consistently enforced controls over its email system "to the extent such controls are necessary to maintain production and discipline." Again, the Board provided no guidance clarifying the issue.
- Employees now are permitted to use an employer's email system on "non-working" time. That would include before and after hours, during breaks, and at lunchtime. Many employers have multiple shifts and different locations across time zones. It is likely that such emails will be at least be opened, if not responded to, during the receiving employees' working time. If an employee responds to an email without stopping work, how will the Board view discipline of such employee?
- Employers have the right to monitor emails on their computer systems. However, the NLRA prohibits unlaw-

ful surveillance of Section 7 protected concerted activities. In lawfully monitoring emails, employers must ensure they do not specifically target union or other employee protected activity.

- It is unclear what effect the decision will have on employers' non-solicitation and non-distribution policies. The Board said: "We do not find it appropriate to treat email communication as either solicitation or distribution per se." Instead, it will depend on "content and context." There inevitably will be line drawing, and employees may be coached by unions or lawyers regarding what to say in emails to avoid violation of a policy.

Takeaway for Employers

It is important to note that this decision applies to all employers, even non-union employers. Furthermore, a policy alone is sufficient for a violation of the NLRA. The decision likely will result in unfair labor practice charge litigation for years as the parameters of this new right are fleshed out. It is likely that the decision will be appealed to a federal court of appeals and perhaps to the Supreme Court. In the meantime, employers should review their email, social media, and electronic communications policies. Employers with a policy limiting use of emails to only business should review the policy based on this decision. If employees are provided access to emails at work, prohibiting employees' use of emails during a union campaign will be an unfair labor practice, likely resulting in a favorable election outcome being overturned. 

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Article courtesy of John G. Kruchko, and Jacquelyn L. Thompson of FordHarrison LLP.

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On the Horizon

Calendar of Upcoming Events

FEBRUARY 3, 2015

NVCAC Lunch Presentation

11:00 AM - 1:30 PM
Land Development Consulting Engineers
Fairfax, VA

FEBRUARY 5, 2015

Northern Virginia Engineering Standards Review Committee

2:00 PM - 5:00 PM
Fairfax County Government Center
Fairfax, VA

FEBRUARY 6, 2015

Coastal Virginia Home Show

10:00 AM - 8:00 PM
Hampton Roads Convention Center
Hampton Roads, VA

FEBRUARY 10, 2015

HRCAC Business Meeting

11:30 AM - 1:00 PM
Crazy Buffet & Grill
Chesapeake, VA

FEBRUARY 12, 2015

NVCAC Council Meeting

11:30 AM - 2:00 PM
Bob O's Restaurant
Chantilly, VA

FEBRUARY 17, 2015

CVCAC Lunch (Geotechnical Reports)

11:30 AM - 1:00 PM
American Tap Room
Richmond, VA

MAY 4, 2015

VRMCA Mixer Truck Rodeo

9:30 AM - 5:00 PM
The Meadow Event Park
Doswell, VA

MAY 17-19, 2015

VRMCA Spring Convention

The Greenbrier
White Sulphur Springs, WV

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



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