



Science Museum of Virginia to Conduct a Scientific Study on Pervious Concrete and Stormwater Management

By J. Keith Beazley,
Director of Industry Services

The Virginia Ready Mixed Concrete Association has been selected to partner with the Commonwealth of Virginia and the Science Museum of Virginia of a very comprehensive study of Stormwater Management and the utilization of Pervious Concrete. The project will teach, certify and advance the implementation of alternatives to traditional stormwater treatment approaches. Richmond was selected as the site for study with the many agencies responsible for regulating stormwater, water quality discharges.

The Chesapeake Bay Act is also headquartered in Richmond and has great interest in the project. The site of the Science Museum was chosen for the location of the study because of sitting at the top of the watershed for Shockoe Creek and the ability to provide state-wide science education and research. The institution has positioning itself has a regional leader is presenting green solutions to urban challenges and the project will leverage its visibility, our reach network, and build awareness of ecological and financial benefits of using pervious Concrete. The Science Museum Director Dr. Eugene Maurakis is in charge of the study for the Commonwealth.

The collaborators in the project will include: Virginia Commonwealth University, Virginia Tech, University of New Hampshire, City of Richmond, Virginia Department of Conversation and Recreation Regional Office and Stormwater management office, Alliance for the Chesapeake Bay, NOAA



Coastal Services Center, Chesapeake Bay Office, NOAA Weather Service, and the Virginia Ready Mixed Concrete Association.

The project will install, monitor, evaluate onsite BMP stormwater mitigation technologies including green roof, tree well, Bayscapes Garden, Pervious Concrete Pavements bioretention, bioswales, and rainwater harvesting. The Museum will offer education in public outreach in exhibits, lab activities demonstrations, lectures, web, and Science SOL materials for teachers and schools. Semi-technical training will be conducted for contractors and developers and technical training and certification classes will be conducted. Classes will conform to requirements for compliance with the Commonwealth’s new stormwater rules.

The study is timely in that the

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in the mix ...

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The following dates remain for 2011:

Bristol	June 21, 22, 23
Harrisonburg	June 28, 29, 30
Hampton	July 19, 20, 21
Roanoke	August 2, 3, 4
Richmond	August 9, 10, 11
Fredericksburg	August 30, 31, September 1
Warrenton	October 4, 5, 6
Bristol	October 25, 26, 27
Richmond	November 15, 16, 17
Harrisonburg	November 29, 30, December 1
Roanoke	December 6, 7,

Questions? Contact Christina Sandridge at 434/977-3716 or email christina.sandridge@easterassociates.com.

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Museum *continued from page 1*

Commonwealth of Virginia is preparing to release new stormwater standards and a training /certification program for the various aspects of the new Stormwater management Program. The VSMP will have an extensive training and outreach component as part of the implementation of the Program required for engineers and contractors, local and state government elected officials and staff. The Commonwealth will have a central geographic location for testing and monitoring of urban stormwater treatment practices as well as a designated training facility for the practices.

The Central Virginia Concrete Advisory Council has been selected to participate in the site design, pavement design, and placement of the Pervious Concrete for the project. The Council Chairman of the Virginia Streets and Roads Program, John Lockett, Roanoke Cement, is the coordinator of the project for the

Council. The concrete and contractor are very important to the successful placement of the Pervious Concrete and every effort will undertaken for a successful project. Council Committee members John Lockett, Roanoke Cement, James Wallis, Powhatan Ready Mix Concrete, and Keith Beazley, VRMCA held a work session with members of Virginia Tech, Virginia Department of Conversation and the Director Dr. Maurakis on site plans and the placement schedule in May and plans and a schedule is being developed.

This three-year project will have a major and lasting impact on the usage of Pervious Concrete in the Commonwealth of Virginia. Demonstrations, training, and certifications will be held at the Science Museum Conference Center. The VRMCA will publish the activities for participation of the statewide membership. 

Got News?



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

VRMCA Newsletter
250 West Main Street
Suite 100
Charlottesville, VA 22902


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

AIA Networking Event a Success

By Bob Nablo, Director of Industry Services

As noted in an earlier VRMCA newsletter, members of the Southwest Virginia Council attended the annual networking event hosted by the Blue Ridge AIA. This is always a pleasant opportunity to meet and talk with professionals from every phase of the construction industry on an informal basis, and this year Robert Marek (Roanoke Cement), Tom Wahl (SEFA Group), Brian Wyatt (ECS – Mid Atlantic), George Kuhn (Chandler Concrete) and Bob Nablo (VRMCA) attended to represent their respective companies and the SW Council.

This year Blue Ridge AIA decided to not offer a speaker, but rather scheduled two groups to play live music while participants enjoyed hors d'oeuvres and refreshments. This gave more time for socializing and talking about business with participants from the fourteen professional associations represented. A total of more than 150 individuals attended from groups such as the American Concrete Institute, the Construction Specification Institute, American General Contractors and the US Green Building Council.

The networking event is quickly becoming a highlight of the year, giving everyone a chance to meet and discuss construction issues without the pressure of looming deadlines or construction schedules. Put this excellent event on your schedule for next year. 



Hampton Roads Council to Host “A Night at the Ballpark”

By J. Keith Beazley,
Director of Industry Services

The Hampton Roads Concrete Advisory Council will present “A Night at the Ball Park” on Tuesday, June 28, 2011. The annual event will feature the Norfolk Tides vs. the Scranton Yankees. The event is planned for the membership to invite company personnel, contractors, architects and engineers.

The game and picnic will be booking the new Straub Party Deck. The facility features a great view of the action on the field and the surrounding Elizabeth River. The Deck has a covered roof that keeps the group out of the sun on hot summer nights and protects the group from rain. The Deck is located on the right field of the stadium and is very convenient to the parking.



The Chairman of the event is Marie Derby. Please contact Marie before June 15th with reservations. Contact information is mobile 757-880-5631; fax 804-443-4881.

The cost of the event is \$28.00 per person. The Hampton Roads Council welcomes members from across the state to attend and enjoy the game and Virginia Beach. 🚗

JOIN HRCAC ON THE PARTY DECK FOR A PICNIC AND A NIGHT OF BASEBALL!



NORFOLK TIDES vs. SCRANTON/WB YANKEES

TUESDAY, JUNE 28, 2011



Arrive at the Straub Party Deck as early as 6:00 p.m. – **Game time is 7:15 p.m.**

The Party Deck is just beyond the right fielders reach and provides a covered roof – new this year at Harbor Park!!

Please fax or email your ticket order to Marie by June 15th, \$\$ needs to go to HRCAC c/o Lee Flemming.
Tickets can be picked up at the game or by calling Marie.

Company _____

Contact _____

Picnic & Game \$28.00 Total : ____ X \$28.00 = _____

Beer and wine will be available for purchase at the Party Deck.

Any questions please contact Marie Derby
marie.derby@essroc.com • 757-880-5631 (Mobile) • 804-443-4881 (Fax)

Tornado-Resistant Dome Buildings in Oklahoma



In a previous report, Fox 23 showed how steel framing can help you and your home survive a twister. While steel framing is stronger than wood, concrete dome homes or above ground shelters offer up your best defense in the eye of an intense storm.

Today I traveled to Beggs, Oklahoma, a town comprised of only about fifteen hundred people. But the very building that houses their Beggs High School Demons basketball team is one of the safest places in the state.

Steve Lynch, a Safety Coordinator at Beggs School District, told me the Event Center was built to withstand an F-5 tornado. If they can get a half hour heads up on a storm, every student can be bussed inside.

"My kids go to school here and especially living in tornado alley you know your kids are going to be safe at school."


The event center is a concrete dome, and it's about 6 inches thick all the way around.

It's protecting not just students, but open to the entire community in the event of severe weather.

Dome homes, are reasonably priced when compared to traditional wood framing, but an Oklahoma City based company tells me the general public is still uncomfortable with the look.

Melissa Cuthbert with Dome Dreams says, "If the consumer could just get past that part of it, we can make them look square from the outside if that's what you want."

But choosing structure over style isn't that common in Oklahoma, despite the guarantee that these structures will resist tornadic winds.

According to Dome Dreams, the average cost of a dome home is \$95.00 a square foot. The cost of a traditional homes is between \$95.00 to \$155.00 a square foot. 

Article courtesy of James Tully with Fox23.com.

On the Horizon Calendar of Upcoming Events

JUNE 9, 2011

NVCAC Business Meeting

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

JUNE 14, 2011

HRCAC Business Meeting

with special guest Bob Long, ACPA
11:30 AM-1:00 PM
Surf Rider Restaurant
Cypress Point Shopping Center
Virginia Beach, VA

JUNE 15, 2011

SWCAC Business Meeting

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

JUNE 21, 2011

CVCAC Business Meeting

with special guest Bob Long, ACPA
11:00 AM-1:00 PM
Meadowbrook Country Club
3700 Cogbill Road
Richmond, VA

JUNE 21-23, 2011

ACI Concrete Field Testing Seminar and Examination*

VDOT, Bristol District Office
870 Bonham Road
Bristol, VA

*PRE-REGISTRATION REQUIRED

JUNE 28, 2011

HRCAC "A Night at the Ballpark"

6:00 PM-7:15 PM
Harbor Park
Norfolk, VA

*TICKETS: CALL MARIE DERBY AT 757/880-5631

JUNE 28-30, 2011

ACI Concrete Field Testing Seminar and Examination*

VDOT Harrisonburg Residency Office
3536 North Valley Pike
Harrisonburg, VA

*PRE-REGISTRATION REQUIRED

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

www.VRMCA.com/calendar

news|briefs

Senate Bill Would Spur Private Investment in Infrastructure

An infrastructure fund that would allow states and others to leverage federal funds with private investment is at the heart of a bill introduced by Senators Jay Rockefeller (D-WV) and Frank Lautenberg, (D-NJ). The measure—similar to President Barack Obama's plan—would create a \$5 billion fund to finance water, energy and telecommunication projects, including the provision of loan guarantees. The proposed bill would include a \$600 million competitive grant program for rail, highway, water and air transportation projects. *Source: AGC SmartBrief e-newsletter for May 12 which included this May 11 article from the Reuters news service.*

Texas DOT Choice of Asphalt over Concrete Raises Questions

Hurst and Euless officials were surprised to learn that all lanes and frontage roads of the North Tarrant Express reconstruction project will be built with asphalt rather than concrete. Hurst City Manager Allan Weegar said he doesn't understand why the Texas Department of Transportation would allow use of a road material that his city has discontinued in favor of concrete because of maintenance issues. <http://www.star-telegram.com/2011/05/16/3079742/hurst-euless-object-to-plans-to.html>. 🚚

Blue Ridge Council Hears Bob Neal

Tom Wahl (left) of SEFA Group poses with an AIA vendor.

Bob Neal recently gave his *Technical Bulletin #6* presentation to members of the Blue Ridge Council and some invited contractors. VRMCA's *Technical Bulletin #6* deals with Quick Reference Guidelines for Residential Concrete Construction, and Neal expended his talk somewhat to include comments about cracking issues with plastic concrete. The Council had a discussion about expanding this topic into a seminar for contractors and builders that could be scheduled later this year.

These lunchtime presentations are always interesting and informative, and Bob Neal— with decades of experience—is always prepared to answer questions and refer to past experiences. This event was no exception and drew an audience of more than twenty participants. 🚚

NRMCA Seeks Entries in 2011 Excellence in Quality Awards Competition

The National Ready Mixed Concrete Association is now accepting applications for its 2011 Excellence in Quality Award competition. This award program was instituted as an important focus of the NRMCA P2P Initiative, recognizing that the qualification level of a concrete producer was an important consideration in performance-based specification projects for concrete. As a result, the competition was established to recognize companies that strive for continuous improvement through their quality initiatives and provide reasonable goals for those concrete producers interested in elevating their own quality management systems.

The criteria for this award are based on the guideline to develop a Quality Plan in Quality Management Systems for Ready Mixed Concrete Companies. Visit the P2P section of NRMCA's Web site for more information.

There are several advantages to participating in this award program:

- It provides recognition to the companies that maintain high quality standards;
- The award criteria can serve as an excellent quality improvement tool for companies; and
- Companies have used the award criteria for conducting internal quality audits.

A company must be a NRMCA producer member in good standing to participate. Companies can enter as a company or a division. Applicants are asked to respond to a multiple-choice type application form that generates their score. Companies or divisions who achieve a score of 75% or greater will be recognized at the NRMCA's ConcreteWorks scheduled for September 25-27 in San Diego. Last year, NRMCA recognized 11 of its Producer Member companies/divisions as award winners as part of the 2010 ConcreteWorks Conference & Expo held in Charlotte, NC. To download the form, visit <http://www.nrmca.org/news/enews/#Excellence>. 🚚

Chaney Enterprises First in U.S. to Launch Next Generation of Concrete Mixers



Mixer 290 is one of seven new, redesigned, cutting-edge mixers in the nation.

Chaney Enterprises located in Waldorf, MD, unveiled the newest concrete mixer in the nation, with the most advanced technology available, at the 2011 National Ready Mix Concrete Association World of Concrete in Las Vegas last month.

Engineering the new mixers took nine months in design with Continental Truck to meet operational specifications while complying with 2010 emission requirements. The new truck engines include selective catalytic reductions, which significantly increase the overall weight of the mixer truck. This added weight posed a challenge in designing a mixer that still maintained mixer payload levels.


"We worked hard to build a mixer that maintains all current features we require while improving performance, and engineering out any recurring maintenance issues we historically faced with the current mixer fleet. We were successful in achieving all of our goals without compromising any features," said David Williams, Chaney Enterprises concrete and fleet operations manager.

The new features are a cutting edge, lightweight "steel" mixer drum and pedestal, feature the same 165-gallon water tank capacity as the current fleet, a third add-on chute and 16 extra gallons of fuel capacity. With the extended reach of three add-on chutes, the design also incorporated electrically-adjusted mirrors so the concrete delivery professionals can flip a switch and see the end of the chutes while fully extended out either side of the mixer. Also incorporated are numerous

additional features making daily operations and maintenance procedures simpler.

By not compromising payload and adding features like electronic mirrors and additional shuts, these trucks will enable customer to unload faster and safer. This means that construction crews and Chaney Enterprises can work more efficiently and save money, while also being more environmentally friendly. Steven Tripp, marketing manager for Chaney Enterprises explained, "Chaney Enterprises believes that doing the right thing is not a choice between profit or people, or the planet. We owe it to our neighbors, employees and customers to pursue all and these new trucks are one of many steps in that direction."

Williams, who lead the design and specifications for Chaney Enterprises, also implemented many new techniques with how the truck is constructed. The mixers will load at a slower engine speed, saving fuel and reducing fan clutch cycling, which will reduce fan clutch failures and fan belt tensioner issues. "This switch to the new lightweight steel technology does not mean shortened service life due to running thinner metal. Continental has been testing these mixers for the last two years with great success. These trucks represent the absolute latest cutting edge technology available today," said Williams.

Seven new mixers are in service at the Seat Pleasant, Waldorf, Upper Marlboro, Hollywood and Bestgate concrete mix plants. 

2011 NVCAC Golf Retreat and Seminar



By Hessam Nabavi, Director of Industry Services

An email from Robert Franklin, P.E., Dewberry & Davis was sent to me. *"Thank you for the invite to the golf retreat, seminar was outstanding and I learned a lot, golf was great and with weather like that, it was a perfect package. I really enjoyed myself!"*

Well, I think that says it all.

The annual Northern Virginia Concrete Advisory Council golf retreat has created a trend of success year after year among the NOVA design and construction professionals. Guests look forward to participating in this high profile event every year. It is an opportunity for them to learn about concrete and for NVCAC members to network with the specifiers in a relaxed atmosphere. This year's Golf Retreat & Seminar took place in the beautiful Algonkian Regional Park Golf Course on May 10th.

Rod Meyers, P.E. with BASF Chemical was the speaker, and his presentation was titled "Concrete Paving in NOVA- Conventional & Pervious Concrete- Streets & Local Roads". Marc Granahan, NVCAC educational/golf committee chairman with Lehigh Cement did a great job in organizing this event. We would like to thank all the sponsoring companies whom without their support this would not have been possible.

Guests offered wonderful feedback about their experiences at this year's outing:

Mark Baptista, Project Architect, HDR

"I want to thank you and the NVCAC for the excellent hospitality, seminar and golf outing on May 10. It was most enjoyable to network with other professionals and to attend the informative presentation. The golf course was also reasonably challenging and staff were very helpful. All in all it was a well organized gathering of building professionals and I would be very happy to attend again."

Jeff Wilburn, R.A., Heffner Architects

"The seminar was very informative. I was especially glad to learn about the design process of concrete pavement. More and more I am understanding the sustainable benefits of concrete especially pervious concrete. Rod covered a lot of valuable details and golf was just perfect. Thank you again for sponsoring such a wonderful event."

Kundan Patel, P.E., HDR

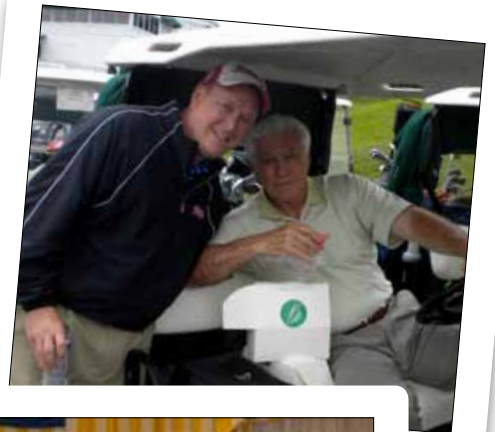
"It seems that the NVCAC golf is getting better and better every year. This year again topped last year's experience. Your speaker was very thorough in his presentation. I am glad that he covered the pavement design for conventional and pervious concrete. I really appreciate that you are putting this event together and inviting me to participate. I hope you continue this event, year after year."

Gerard Sossang, P.E., Geotechnical Engineer, Loudoun County Government

"I am writing to thank you for the opportunity to attend your training. I enjoyed the educational aspects of the training for the use of concrete in construction, and the camaraderie of spending time with other active professionals. Again, thank you for the invitation and sponsorship of this exceptional training experience."

Brian Anderson, P.E., LEED A.P., HDR

"I especially liked the engineering nature of the presentation. I am an engineer and so, I found it more stimulating than others may have – I know you have a broader audience to which the presentations must be geared. I like that this one was a little more steeped in engineering explanation than those of years past. Definitely keep up the number of specific project descriptions because those are more tangible for the audience and add a great deal of interest to the presentation. I enjoyed the seminar and golf thoroughly. Thank you again." 🏌️‍♂️



New member Owen Blevins from Mid Atlantic Concrete Equipment Company hosts ConcreteAnswers.TV on line. He shot a video in front of the Bunker entrance at The Greenbrier and talks about our Spring Convention.

To view the video, visit <http://concreteanswers.tv/virginia-rm-concrete-association-spring-meeting-at-the-greenbrier-in-wv>

Enjoy the show!



Employer Leave of Absence Policies with Automatic Termination Provision Under Challenge by the EEOC



By John G. Kruchko and Kathleen A. Talty

Employers commonly extend to employees different types of leaves of absence from work for medically-related reasons. Leaves of absence can vary in duration from one to three months or longer and the duration of the leave is usually dependent on the type of medical condition that the employee is experiencing. Generally, these leave of absence policies provide that, at the expiration of the stated duration of the leave period, if the employee is still medically unable to return to work, the employee is automatically separated from the employer's payroll. Employers view the administration of such leave policies as an equitable way to manage employees who are medically unable to work for an extended period of time. Moreover, the decision to separate the employee from the employer's payroll at the expiration of the leave period is considered by employers as a reasonable way to ensure that inactive status employees do not remain on the payroll for indefinite periods. However, employers will now need to reexamine their leave of absence policies to ensure that the policies do not run afoul of the Equal Employment Opportunity Commission ("EEOC").

According to the EEOC, inflexible leave policies ignore the "individualized analysis" and reasonable accommodation requirements of the Americans with Disabilities Act ("ADA") and are, thus, in violation of the ADA. In advancing this position, the EEOC has filed a number of class action lawsuits in recent years, challenging the legality of such leave policies. In a number of these cases, the EEOC has won substantial monetary awards against employers who utilized "inflexible" leave of absence policies.

One of the first cases filed by the EEOC in which it challenged an employer's leave of absence policy was against Sears, Roebuck and Company. This matter initially came before the EEOC when a terminated Sears' employee filed an employment discrimination charge alleging disability discrimination. However, the EEOC contended that, during the course of its investigation into the individual claim of disability discrimination, it uncovered hundreds of other employees who had been treated the same way. Based on the investigation, the EEOC expanded the reach of the case from the single employee to a class action and subsequently filed a class action lawsuit against Sears.

In the class action lawsuit, the EEOC argued that the Sears' workers' compensation leave exhaustion policy violated the ADA because Sears automatically terminated employees after 12 months of leave instead of making a case-by-case determination whether a reasonable accommodation might have allowed employees to return to work. Ultimately, Sears, while denying any liability, entered into a three-year consent decree with the EEOC and agreed to pay \$6.2 million dollars and to take certain remedial measures. The remedial measures agreed to by Sears included revising the company's leave policy to provide for, among other things, notice to the employees on leave of their right to request reasonable accommodation at least 45 days before the leave expired. The consent decree further required that Sears train its employees regarding the ADA and to post a notice of the consent decree at all Sears' locations.

In another class action lawsuit filed by the EEOC against a Chicago-based grocery company, the EEOC alleged that the

company had an illegal policy and practice of terminating employees with disabilities at the end of medical leaves of absence instead of bringing them back to work with reasonable accommodations. In this case, the company agreed to pay \$3.2 million to former employees in order to settle the lawsuit.

More recently, the EEOC has filed a major class action against UPS, alleging that its leave of absence policy violated the ADA. In this lawsuit, the EEOC is arguing that UPS discriminated against a class of individuals with disabilities by maintaining an inflexible 12-month leave policy that did not provide for reasonable accommodation and, instead, provided for immediate termination at the conclusion of the leave if the employee was unable to return to work. The EEOC is seeking compensation for past and future monetary losses, as well as punitive damages and other relief.

These recent and substantial monetary settlements and pending EEOC lawsuits strongly suggest that employers must examine their leave of absence policies to determine whether they contain provisions the EEOC could find to be "inflexible." The EEOC's challenge to employers' leave policies is largely premised on the contention that a leave policy that requires automatic termination of an employee fails to assess each employee's situation on an individualized basis, which the ADA requires.

It is advisable, therefore, that policies that contain provisions directing automatic termination of employees at the expiration of a stated period be amended. This advice applies to an employer's standard leave of absence policy, as well as the company's Family and Medical Leave Act ("FMLA") policy.

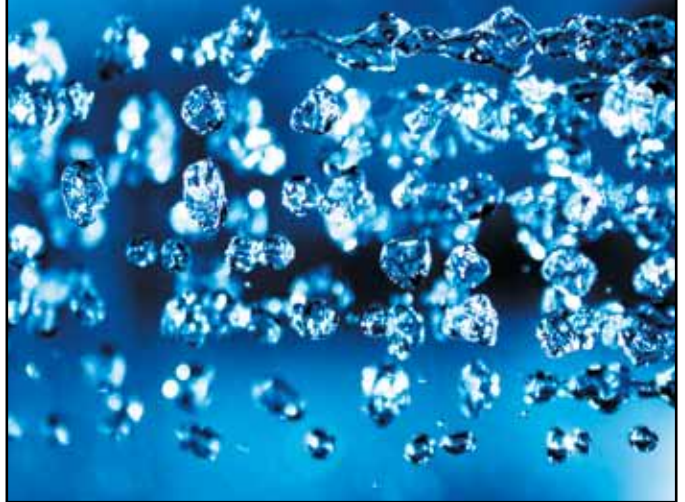
The leave policies should also include language that represents a flexible approach to an employee's employment opportunities when the leave period ends, thereby demonstrating the employer's commitment to engage in an "interactive dialogue" with the employee when discussing reasonable accommodation requests. The employer's and the employee's participation in the interactive dialogue should be thoroughly documented by the employer.

Employers might also want to consider developing a system of notification and follow-up with employees who are out on leave. This notification system should include, among other matters, communication to the employee about his/his status while on leave, the period of the leave and the dates for follow-up contacts. 🚚

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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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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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