




Loudoun County Sees Pervious Concrete at New Brambleton Public Safety Center



By Hessam Nabavi,
Director of Industry Services

The new Brambleton Public Safety Center is located at 23675 Belmont Ridge Road in Brambleton. It is designed by Bignell Watkins Hasser Architects. As part of the current county board's commitment to the environment, the center is designed to serve the community through environmental stewardship by employing the latest technological advancements in the building industry to reduce energy consumption. Among these features, radiant heat in apparatus bays in combination with geothermal ground source heat pumps will increase the energy efficiency of the building and will result in electric and natural gas savings. A reflective roof, or cool roof, will further reduce cooling needs for the building by deflecting solar heat gain in the summer. Planned low-flow faucets,

dual-flush toilets and waterless urinals should reduce water consumption. Plans include the installation of underground cisterns to capture rainwater from the roof to be used to fill tankers as well as wash equipment and vehicles. A bio-retention pond and 50,000 s.f. pervious concrete parking lot will reduce storm-water runoff.

Working with Sandy Hunter, AIA, LEED AP, Capital Projects Design Manager with Loudoun County Department of Construction and Waste Management, and using NRMCA CPASoftware has resulted in pervious concrete being specified as the paving material of choice for this project. Loudoun County is on the forefront of Northern Virginia Counties in utilizing pervious concrete in a variety of county projects. The project is nearly completed and it is expected to achieve a LEED Silver rating certificate. 

in the mix ...

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Questions? Contact Christina Sandridge at 434/326-9815
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Contractor Successful in Tough Economic Times

By Bob Nablo,
Director of Industry Services

Mike Campbell always felt that honest, hard work, offering a quality product, and standing behind that work until the customer was satisfied would lead to success. He has been proven right. This small, Harrisonburg-based decorative concrete contractor has been working almost exclusively in the residential market for the last 8 years and has never lacked customers. His company, Concrete By Design of Virginia, performs 90% of its work in stamped, colored concrete and the customers mostly come by word-of-mouth.

Campbell has worked in the concrete industry for 30 years – since he was 15 – and as a contractor for the past 15 years. After forming a stamped concrete company with a partner in the late '90s, he eventually bought out the partner and began working on his own as Concrete By Design. Believing strongly in the values of training, education and quality work, Mike reduced his staff to six hard-working employees – feeling that multiple crews reduced his ability to control quality. The company closely follows ACI recommendations and any specifications after determining exactly what the customer wants and expects. Mike says that a considerable amount of his work involves removing old concrete or asphalt and “up-selling” to a new, stamped look. Last year he even raised his prices, feeling that he needed to move away from budget shoppers and concentrate on quality. Rather than see a decline in business, he is busier than ever, with those same word-of-mouth clients spreading the word.

Concrete By Design refuses to “cut corners”, using rebar and fibers in almost every job. They have used concrete from several VRMCA producer members – Rockingham Redi-Mix, Superior Concrete, Transit Mix Concrete, Wilson Ready Mix – depending



on the job location, and always order a 4,000 psi mix with small stone, natural sand and 100% cement. Trevor Whetzel of Rockingham Redi-Mix says that Campbell likes the AccuColor Systems version of liquid color (although Mike certainly remembers the days of shake-on color hardeners and permanently stained clothes!) and frequently uses an evaporation retarder and a solvent-based sealer. Campbell says that the seamless, natural rock stamp design

is the most popular.

Campbell no longer advertises – even in the Yellow Pages – feeling that those people are not his target market. He wants to attract customers who have seen his work, or those who have been referred by a satisfied client. Mike is pictured with his work at the Clear Channel Radio offices in Harrisonburg – a prominent job that has already led to inquiries from other potential clients. 🚚

Don't Make Waves: First WADS in Virginia Installed Off Cape Charles



By Karen Jolly Davis,
Cape Charles Wave

Rain pelted Scott Bartkowski as he waited on the breakwater. It had been a long day. First, the sun and tide were both out, and the barges sat grounded. By high tide, waves of black clouds dumped downpours on the crew, but they worked anyway.

That's how it played on the first day of the first wave attenuating devices (WADs) in Virginia.

"I'm the inventor, so I know it's the first," said Bartkowski as the thunderstorm raced toward shore. He is president of Living Shoreline Solutions, Inc. Until now, most WADs have been used as artificial reefs. "These particular WADs were designed specifically for here, in Cape Charles."

WADS are massive concrete pyramids that sit on the aqueous bottom in rows, breaking the wave action and helping a new beach form at the water's edge. In Cape Charles, three private landowners have joined to pay

"Wads are massive concrete pyramids that sit on the aqueous bottom in rows, breaking the wave action and helping new beach form at the waters's edge."

for the WAD breakwater to prevent further erosion to their land.

It was Sheldon Williams' job to move the monster WADs into place. Williams, of Cheriton, inched his barge toward the drop site. People waiting in the water watched for lightning, inundated by the sweeping storms. Slowly, slowly, the barge was nudged into position. They tested the crane, then in one swoop — PLOP — the WAD was set in its permanent position.

Bartkowski expects it to take 10 days to complete all three breakwaters, which will extend around Seabreeze Apartments to the pilings of the old ferry landing.

T & W Block located on Virginia's Eastern Shore has been very successful

in marketing concrete sustainability products during this very difficult economic time. Pervious Concrete, Insulated Concrete Forms, and now Beach Erosion Blocks for the Chesapeake Bay are marketing products of the company. These products are very well received on Virginia's environmentally sensitive Eastern Shore.

The T & W Block Company, a small family owned company with sisters, President Genevieve Walker Switzer, CFO Wendy Walker, is home to 30 employees. T & W Block operates two concrete ready-mix plants, a sand plant and an aggregate barge loading facility and has over 50 years of experience in the concrete industry. 🚚

CENTRAL VIRGINIA CONCRETE ADVISORY COUNCIL

Annual Golf Tournament

- Range Balls
- Dinner
- Beverages/Snacks
- Door Prizes
- Longest Drive Prizes
- 1st, 2nd, 3rd Place Prizes
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Thursday, October 4, 2012

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

1:30 p.m. - Shotgun Start

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Adopting Disaster Resilient Construction in Virginia Program Held in Richmond

Over the past few decades, there has been a dramatic increase in human and material losses from disaster events. The year 2011 was a record-setting year for the loss of life and property in every part of the country and 2012 has already produced another set of tragic record-breaking convective storms and wildfires. While the green building movement has traditionally focused on the environmental aspects of buildings, communities are now addressing the need for resilience while rebuilding to meet the challenge of the next natural or man-made disaster.

The workshop developed methods to recognize and assess the local disaster risks Virginia communities may face and evaluate mitigation measures based on the consequences and potential of those risks. Sustainable construction and knowledge of Safe Rooms, Storm Shelters and concrete building systems such as tilt-up, removable concrete forms, insulating concrete forms, pre-cast, and concrete masonry are techniques to survive the local disaster risks our communities may face.

The importance of incorporating FORTIFIED building programs were discussed has building construction



techniques to provide an optimum level of protection against a variety of natural hazards within Virginia communities. Some states are giving tax abatements for higher standards of construction to withstand storm damage. The enhanced resilience through building code modifications and flood, fire and earthquake construction was part of the resistant construction methods.

The Virginia Seismic Zone has produced small and moderate quakes felt as far north as New York. The earthquakes are less frequent than in the western United States but are felt over an area as much as 10 times larger than a similar magnitude on the west coast. The Virginia earthquake and faults occur deeper in the earth's crust and damage

and a 5.9 will create more damage than a similar event in California. Damage has occurred to the Washington Monument, Washington, D.C., from the epicenter in Louisiana in 2011.

As the population of Virginia continues to grow and move into areas with the possibility of damage from flooding, forest fires, hurricanes, tornadoes, and earthquakes the education of the public, architects, engineers, governmental officials, builders and contractors in very important for the safety of all the population of Virginia. Concrete and Fortified building methods are one way the public can benefit for a safe place to build and live.

The workshop was attended by Virginia Building Officials, Virginia Insurance Commission, Virginia Commerce Commission, City and County Planners and Inspectors, Concrete Industry Members, and Architects and Engineers. The program was directed by Tien Peng, NRMCA Senior Director of Sustainability, Codes and Standards, Stephen Szoke, P.E., PCA, and John Turner, P.E., Concrete Reinforcing Institute. The VRMCA appreciates the Roanoke Cement Company for sponsoring this timely program on disaster resilient construction. 🚚

Virginia Science Museum Site of Pervious Concrete Certification Class

The NRMCA Pervious Concrete Contractor Certification was administered in the Virginia Science Museum in September by the Central Virginia Concrete Advisory Council. The goal of the certification program is to ensure the knowledgeable contractors are selected to place the product and minimize the chance for failure. A Pervious Concrete Technician is a person who demonstrated knowledge by successful completion of a written exam about the proper procedures to place, compact, finish, edge, joint, cure and protect concrete pavements, but lacks the requisite field experience to qualify as a pervious concrete Installer or Craftsman.

The Technician level is intended for contractor and non-contractor personnel in learning the proper techniques of installing pervious concrete. This level is intended for

any non-contractor persons such as ready mixed concrete personnel, testing labs, inspectors, admixture personnel, specifiers and engineers that need to understand the pervious concrete system.

The class in Richmond was taught by Bill Denison of Titian America, and attended by concrete testing labs, contractors, and concrete industry personnel. The Virginia Science Museum sponsored the event with a classroom and Pervious Concrete has been placed in the parking lot for a three year study of storm water management. The study has been very successful and Pervious Concrete is performing well above the required standards for storm water control. A special "Green Building Symposium" is planned in the early Fall with table demonstrations and a special forum on sustainability. 🚚



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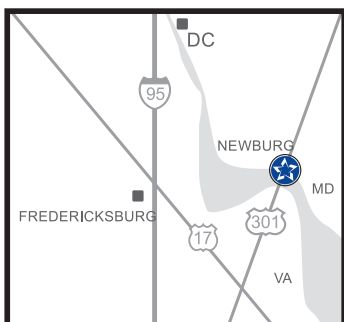
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Kentucky Media Campaign Addresses Heat Island Effect

It was recently reported that Louisville, KY, is the fastest growing heat island in the U.S. And the Kentucky Ready Mixed Concrete Association (KRMCA) isn't taking the news lightly, notes NRMCA Senior National Resource Director Phil Kresge. KRMCA has

partnered with local environmentalists in the Keep Louisville Cool initiative, a grassroots effort aimed at encouraging legislators to incorporate urban tree cover and cool pavements in Louisville.



According to Brett Ruffing, KRMCA technology and education director, the initiative includes a media campaign with two 30-second radio spots that inform listeners about the hazards of heat

islands and directs listeners to www.keepcoolconcrete.org, the website dedicated to moving the message forward. A mass mailing was conducted to every elected official in Jefferson County, KY, to coincide with the airing of the radio ads. Ruffing introduced the program to the ready mix industry during the "What Works" session at this week's NRMCA ConcreteWorks conference in National Harbor, MD.

Also on the website is an e-letter for individuals to complete and send to their local officials, asking them to consider the Heat Island Effect in their planning.

The site includes contact information for Louisville Metro Council Members and Kentucky state legislators. 



Southwest Concrete Advisory Council

OCTOBER 5, 2012

ASHLEY PLANTATION

GOLF COURSE

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Got News for the READY-MIXER?

We want to share it with the membership.

Send your news and photos to marci.malinowski@easterassociates.com.



Department of Motor Vehicles
Hauling Permits

Virginia Department of Motor Vehicles to Implement Changes to Virginia Hauling Permits on January 1, 2013

As a result of House Bill 806, Virginia Hauling Permits will have several major changes effective January 1, 2013. These changes include:

- ▶ New fees for all overweight hauling permits
- ▶ Adjustments to the format of annual hauling permits
- ▶ A new tool for locating restricted structures
- ▶ A new process for obtaining local permits from DMV

To assist customers in learning about these changes, DMV is offering training classes for all hauling permit customers. There is no cost for the classes; however, reservations are required.

Hauling Permits Training Classes

Dates: October 17, 18, and 23
9 a.m. to 11 a.m. or 2 p.m. to 4 p.m.
DMV Headquarters Building
2300 West Broad Street, Richmond, VA 23220

To register, contact Wayne Davis, Deputy Director for Hauling Permits,
at Wayne.Davis@dmv.virginia.gov or (804) 497-7121.

For more information about the changes, visit <http://vahps.dmv.virginia.gov>

Be Sure to Dot Your I's and Cross Your T's When Completing Personnel-Related Documents

By John G. Kruchko and
Kathleen A. Talty

Human resource practitioners deal on a daily basis with a myriad of documents that includes disciplinary actions; performance evaluations; employment classifications for wage and hour purposes; immigration compliance and related matters. Often, the Human Resource Department functions as the reviewer of some documents which have been completed by supervisory personnel. Due to the increase in employee litigation and greater oversight by certain governmental agencies, it is critical that personnel documents are drafted accurately and precisely to avoid situations arising in which an employer is forced to defend an employment discrimination lawsuit that is based, in part, on a few words on a disciplinary form.

Disciplinary Forms

An employer's progressive discipline policy is an important personnel policy. Progressive discipline is intended to provide notice to an employee when his/her performance falls below expected and acceptable employment rules. In that context, the policy is remedial in nature and can be effective in reminding an employee of the employer's expectations. The progressive discipline policy can also serve as the basis for an employee's separation from employment. In either context, the supervisor who is drafting the disciplinary form should do so with the assumption that the content of the disciplinary form will be challenged by the employee, in the first instance, and, then, come under further scrutiny by an administrative agency, e.g., the Equal Employment Opportunity Commission, and/or



a plaintiff's counsel who is preparing to file a lawsuit on behalf of the terminated employee. To withstand such review, disciplinary forms must be written with precision and care.

For example, in the context of a disciplinary action for tardiness, which generally involves the application of the progressive steps of discipline, the disciplinary action must be supported by specific documentation of the employee's tardiness and also the disciplinary action must be appropriate for the infraction. Typically, an employer's time and attendance policy spells out the number of late arrivals that will trigger the initial implementation of the policy and then details what subsequent measures of discipline will be applicable if the tardiness persists. Therefore, in such cases, the supervisor who intends to discipline an employee for tardiness should attach to the disciplinary form the employee's time card records which document the late arrivals. The supervisor should also verify that the disciplinary measure that is imposed correctly corresponds with the documented number of late arrivals.

While a verbal warning or, even

a written warning, for tardiness or lateness may not result in an uproar from an employee, a disciplinary action which results in an employee termination will more likely be disputed by an employee on the grounds, whether founded or not, of fairness. Later, the disciplinary action may serve as one of the foundations for an employee's claim of employment discrimination. Therefore, it is critical that all disciplinary actions that result in termination are drafted with exactness and correctness.

In cases where an employee's termination is the result of a single event which alone constitutes a terminable offense without the earlier application of the steps of progressive discipline, the supervisor should be sure that the actual facts support the termination action and that the disciplinary form states precisely the facts that warrant the termination. For example, an employee's refusal to perform a manager's clear directive or an employee who engages in workplace violence are generally instances of employee misconduct that will result in immediate termination. Before any final decision is made on a termination,


The drafting of all disciplinary forms must be approached with care to ensure that the document accurately reflects the specific rule violation at issue and that only the specific facts demonstrating that the employee violated the stated rule are included on the disciplinary form.

the supervisor should first verify with Human Resources that the degree of the employee's misconduct warrants a termination.

When employee misconduct will result in termination because of a single event, the disciplinary form that is drafted to support the action should not include references to other aspects of the employee's performance which may be regarded as sub-standard, but are not the basis for the termination decision. A termination action that is based on a single instance of egregious employee misbehavior is not the occasion to tell the employee how poor his/her performance was generally regarded. By including references to performance issues which are unrelated to the reason why the employee is being terminated, the validity of the actual reason for the employee's immediate termination is greatly diluted. The disciplinary termination document should focus on the specific reason for the decision to terminate.

The disciplinary form, therefore, must accurately state the precise offense that constitutes the reason for termination. Superfluous or inaccurate information should not be included on the termination document and the inclusion of such unnecessary language will only expose the va-

lidity of the employer's decision to legal challenge. For example, if the reason for Mary Jones' termination is because she hit another employee, the termination document should simply state those facts. Adding language to Ms. Jones' termination notice, such as, "the injured party had to be seen by Employee Health for an extended period of time" when that language is either untrue or unnecessary to the termination decision, should not be included in the disciplinary action. While such language, when true, might add to the perceived seriousness of the employee's conduct, it does not directly relate to the reason for which the employee was terminated; namely, for violating the employer's policy on workplace violence. The employee was terminated because she hit another employee.

The drafting of all disciplinary forms must be approached with care to ensure that the document accurately reflects the specific rule violation at issue and that only the specific facts demonstrating that the employee violated the stated rule are included on the disciplinary form. In adhering to these few suggestions employers will maximize their available defenses in the event of a lawsuit by a discharged employee. 

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John G. Kruchko is a Partner with the Management Labor and Employment Law Firm of Kruchko & Fries in Tysons Corner, 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 JK-kruchko@KruchkoandFries.com, or KTalty@KruchkoandFries.com. This article is published for general information purposes, and does not constitute legal advice.

On the Horizon

Calendar of Upcoming Events

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

OCTOBER 5, 2012

SWCAC Golf Outing
11:00 AM
Ashley Plantation Golf Course
Daleville, VA

OCTOBER 9, 2012

HRCAC Business Meeting
11:30 AM - 1:00 PM
Surf Rider Restaurant
Virginia Beach, VA

OCTOBER 10, 2012

VRMCA Technical Committee Meeting
10:00 AM - 1:00 PM
The Place
Richmond, VA

OCTOBER 11, 2012

NVCAC Business Meeting
7:30 AM - 9:00 AM
Manassas, VA

OCTOBER 16, 2012

CVCAC Business Meeting
11:30 AM - 1:00 PM
Meadowbrook Country Club
Richmond, VA

OCTOBER 17, 2012

SWCAC Business Meeting
8 AM - 9:30 AM
Roanoker Restaurant
Roanoke, VA

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



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