



NVCAC March 2016 Monthly Business Meeting *Brett Harris presented “Fiber Reinforced Concrete: Fiber This! Fiber That! What is the Truth about Fiber”?*

This month at the NOVA March Business Meeting, Brett Harris spoke about Fiber Reinforced Concrete. The presentation included different types of fibers, proper applications of those types and what methods are used to determine proper applications. Mr. Harris is the Regional Technical Service Manager with W.R. Grace and is responsible for Northeastern USA and Eastern Canada. He has worked in the technical and operational aspects of the industry for over 20 years, with 7 years in aggregates and concrete, 8 years in admixtures and 5 years in cement. Brett is active in many industry associations including ACI, ASTM, PCI and several regional industry associations. Mr. Harris has earned his Bachelor’s Degree in Technical Marketing at Clemson University and has passed the Concrete Technologist Level 4. Brett Lives in Northern VA with his wife Stacy and their 3 children, Aslan, Owen and Brianna.

Brett’s focus in this presentation was to discuss the reasoning behind choosing reinforced concrete. Plastic Shrinkage, Thermal Induced Shrinkage (thermal shock, seasonal), Structural (static, live loads, reflective, creep), Chemical (corrosion, ASR, DEF) and Drying Shrinkage are among these. He also touched on varieties of fibers, why to use fibers, Micro Fibers, Synthetic Fiber, Macro Synthetic Fibers, ASTM C1399-10, ASTM C1550-02 and “R” Values. He wrapped up his presentation by talking about “The Future in Fiber Reinforcement”. To view this presentation in its entirety, please visit this link <http://vrmca.com/downloads/files/VRMCA-NVCAC-GCP%20Fibers%202016Handout-L.pdf>

Hessam Nabavi, Director of Industry Services

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VRMCA Visits Va. Tech Faculty

As the 2015-2016 academic year draws to a close, several members of VRMCA and the Southwest Virginia Council visited the Va. Tech Building Construction Department and lab for an update on activities. Members held a brief business meeting in Bishop-Favrao Hall, enjoyed pastries from Panera Bread, and met with Dr. Yvan Beliveau, Department Head of the School of Building Construction and faculty member Dr. Tom Mills. Dr. Beliveau gave a short presentation of current activities within the department and talked about future plans as related to the direction of student instruction and possible expansion of the physical plant. He also noted that in recent years the VRMCA-sponsored laboratory had moved away from teaching the testing of concrete – because testing activities were concurrently being done by other schools, such as Civil and Environmental Engineering – and that the focus of instruction now was more toward design and product innovation, with the program targeting the understanding of construction technology and the construction management

and production management processes. He also noted that the department offers a course of study in real estate development.

The group moved to the Building Construction lab, which VRMCA members helped build and develop. Once there, Dr. David Goldsmith showed members ongoing projects and several pieces of design and production machinery. Members were interested to learn about new products that are in the early stages of testing, such as Basaltic reinforcement and fibers, which are made of repurposed lava. Also discussed were projects for the 2016-2017 academic year, including visits by members to classrooms and the department's interest in having VRMCA professionals give classroom seminars on the various aspects of work within the concrete construction industry.

Bob Nablo, Director of Industry Services



SW Council Hosts CSI Chapter at Neal Presentation

In an effort to build stronger bonds with other construction-related associations, the Southwest Virginia Concrete Advisory Council hosted a dinner-seminar in downtown Roanoke and invited the Blue Ridge Construction Specifiers Institute (CSI) Chapter. As does VRMCA, the CSI chapters hold regular meetings for members to discuss projects and problems within their specific parts of the construction industry, and it seemed like a good idea to forge closer ties with these groups. To that end, the SW Council decided to use some of the funds raised by the annual golf outing to host a dinner and seminar for the combined groups. The local CSI chapter regularly meets at a restaurant in downtown Roanoke, and

it was decided to use their regular meeting date and place for the seminar. Bob Neal of Lehigh Cement agreed to be the speaker and suggested a topic of "Avoiding Common Problems In Concrete Flatwork". Neal did his usual fine job of making the topic interesting and informative while at the same time making the points about weather and finishing issues that typically plague flatwork. The Southwest Council feels that if related industries hear these things often enough, perhaps they will actually remember them.

Thirty-four people signed up for the event, and while a few could not make it, the room was still full for Neal's

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presentation. PDH's were offered for attending engineers, and the one-hour presentation seemed to generate good questions and interest. Gary Pasquarell of F&R, and the SW Council's education chairman, did a fine job of coordinating

the event with CSI, and there is interest in both groups for doing similar events in the future.

Bob Nablo, Director of Industry Services



On the Horizon | Calendar of Upcoming Events

April 12, 2016
Hampton Roads
Monthly Business Meeting
Crazy Buffet
Chesapeake, VA

April 14, 2016
Northern VA Monthly
Business Meeting
Wyndham Garden
Manassas, VA

April 20, 2016
Hampton Roads
Golf Tournament
11:00am
Kiln Creek Golf Course
Newport News, VA

April 21, 2016
Central VA Advisory
Council Meeting
Peterbilt Facility
Deepwater Terminal
Richmond, VA

April 25, 2016
VRMCA Truck Rodeo
Meadow Event Park
Doswell, VA

April 26, 2016
Southwest Advisory
Council Meeting
8:00am
Roanoker Restaurant
Roanoke, VA

April 27, 2016
VRMCA Technical
Committee Meeting
10:00am - 1:00pm
The Place @ Innsbrook
Glen Allen, VA

May 1-3, 2016
VRMCA Spring Convention
The Greenbrier
White Sulphur Springs, WV

May 11, 2016
Blue Ridge Advisory
Council Meeting
12:00pm/Noon
Rowe's Family Restaurant
Staunton, VA

October 2-4, 2016
VRMCA Fall Convention
Hilton Oceanfront
Virginia Beach, VA



**VIRGINIA READY - MIXED
CONCRETE ASSOCIATION**

Insurance Costs & Risks Associated with Wood Framed Mid-Rise Residential Building vs. Using Concrete

The Concrete Council of Canada recently published a study showing the higher insurance costs and risks associated with having a wood framed mid-rise residential building versus using concrete. The data for the study “Insurance Costs for Mid-Rise Wood Frame and Concrete Residential Buildings” was taken from published data and interviews with property managers, brokers and underwriters for the major insurance corporations. The average rate for per \$100 of insurance was \$.06 for a wood building 7.5 times higher than the \$.008 for a concrete building.

The study identified four main reasons for the higher rates:

Greater risk of fire: The fire insurance portion of property insurance is 7 to 11 times higher for wood than for concrete structures. Fire damage to a wood frame structure can result in a total loss, whereas for concrete, the financial loss is only partial. Only 1% of concrete buildings are demolished due to fire, compared to 8 percent of wood frame buildings.

Moisture risk: Due to the susceptibility of wood to mold and rot, moisture control is a difficult and expensive process for wood frame mid-rise buildings, which is much less of an issue for concrete structures. Water damage is already the leading cause of residential claims cost. Water damage tends to spread more rapidly and remain undetected longer in wood frame structures compared to concrete structures, which can affect the safety of the structure or can even make it uninhabitable due to extensive rot and mold.

Climate Change: Payouts from extreme weather have more than doubled every 5 to 10 years since the 1980’s, and are now a leading cause of property insurance claims.

Difficulty in obtaining insurance for wood frame structures: Many insurance companies are hesitant to underwrite wood frame structures, or will aggressively limit their risk exposure for such structures, during construction and over the life of the asset. Home warranty concerns are also highly relevant for strata owners in wood frame structures. In 2014 only 8 percent of claims filed under home warranties from multi-unit residential buildings were paid. Condo owners in wood frame buildings therefore carry greater individual financial risk, and the data shows they may not be covered by their home warranty.

“One of the key points about insurance rate setting emerging from this research was the importance of moisture control, both during construction and over the life of an insured asset. Indeed, the importance of moisture management could emerge as one of the most important takeaway conclusions of this research.” said Frank Came, senior advisor, GLOBE Advisors, who conducted the study on behalf of the Concrete Council of Canada.

“We commissioned this study because we believe it is important for everyone to be aware of the implications of mid-rise wood frame construction in terms of public safety, municipal budgets, homeowner risk exposure and contractors liabilities”, said Chris Conway, chair, Concrete Council of Canada. “The GLOBE Advisors study demonstrates that there is a need for a definitive comparative analysis of total life-cycle costs of wood frame and concrete structures, taking into consideration not only changing technologies and related costs of building products, but also the longer term costs of building operation, maintenance, and decommissioning. Given the high costs already associated with constructing and operating a mid-rise residential structures, a concerted effort must be made to build better awareness of the factors that influence insurance rates.”

Sources: Concrete Council of Canada, Claims Journal.

Jason Connor, Director of Industry Services



SAVE THE DATE

2016

Virginia Ready-Mixed Concrete Association

**SPRING
CONVENTION**

May 1-3, 2016

The Greenbrier
White Sulphur Springs, West Virginia



www.vrmca.com

VRMCA 2016 Spring Convention - Don't Forget to Register!

The VRMCA 2016 Spring Convention will be held May 1-3, 2016 at The Greenbrier Hotel in White Sulphur Springs, West Virginia. Guest speakers include Pierre Villere of Allen-Villere Partners, Aaron Long, President of Procon, Inc., Emily Jones with Summit HR & Payroll and Joel Erb of INM United.

The full Convention agenda is available at www.vrmca.com where you can now register online as well.

Please also consider becoming a Spring Convention Sponsor for just \$500. The benefits of sponsorship include signage at the meeting, recognition in the newsletter, recognition on the VRMCA website and on all emails sent out pertaining to the event.

Please contact me at (434) 326-9815 or christina.sandridge@easterassociates.com with questions!

We look forward to seeing you there!

LEGAL REVIEW

This legal review should in no way be construed as legal advice or a legal opinion on any specific set of facts or circumstances. Therefore, you should consult with legal counsel concerning any specific set of facts or circumstances.

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*John G. Kruchko

EEOC Proposes Requiring Employers to Report Pay and Hours Worked Information on EEO-1 Forms

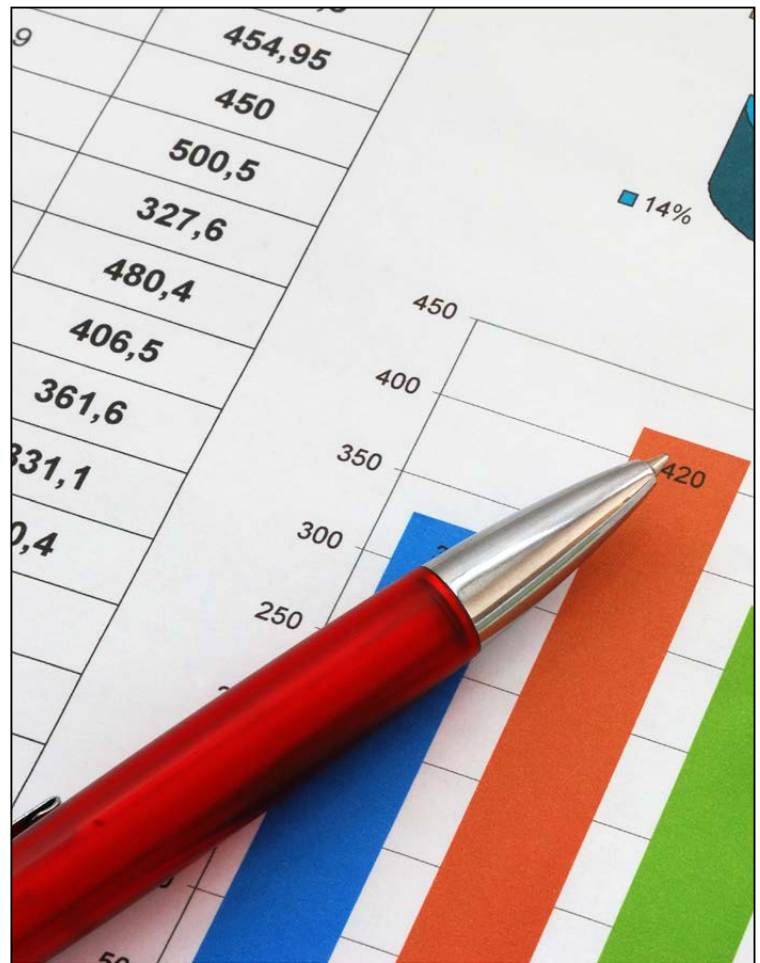
By John G. Kruchko and Jacquelyn L. Thompson*

Executive Summary: In accordance with the Obama administration's efforts to combat a perceived gender gap in compensation, the U.S. Equal Employment Opportunity Commission ("EEOC") has proposed revising the Employer Information Report (EEO-1) to require employers to provide information on employee earnings and hours worked in addition to the information currently collected (data regarding employees' race, ethnicity and sex by job category). The agency will accept comments on the proposed revision until April 1, 2016.

Background: Covered federal contractors with more than 50 employees and private employers with 100 or more employees are required to file an EEO-1 annually. Employers provide data on this form regarding the number of individuals they employ by job category and by race, ethnicity, and sex. The data include seven race and ethnicity categories and ten job categories, by sex.

Proposed Revisions: Under the EEOC's proposal, beginning in 2017, employers with 100 or more employees will be required to submit information on pay and hours worked, in addition to the data currently collected. Contractors subject to the EEO-1 reporting requirement that have between 50 and 99 employees will continue to submit the same information that is currently required. The deadline for submitting EEO-1 reports will continue to be September 30th of the relevant year. Additionally, beginning in 2017, filers will be required to submit the EEO-1 form electronically.

The proposed revision would require employers to report pay information as reflected on the employee's W-2 form. The wage data would be aggregated into 12 pay bands (which were established by the EEOC) for the ten EEO-1 job categories. In the proposed revision, the EEOC claims that reporting wage data in this manner will enable it to discern potential discrimination while preserving confidentiality.



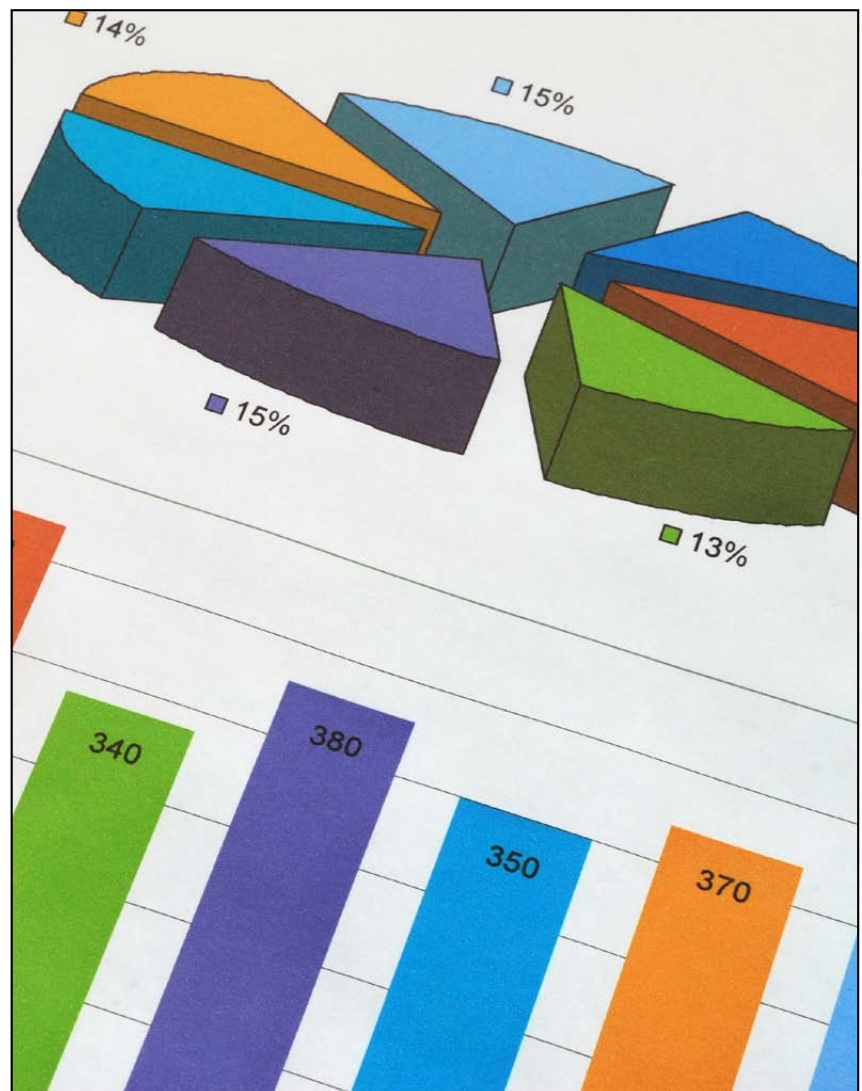
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The EEOC has requested specific comments from employers on how to collect data on hours worked by salaried employees. The agency has commented that one approach would be to use an estimate of 40 hours per week for full-time salaried employees. The EEOC “is not proposing to require an employer to begin collecting additional data on actual hours worked for salaried workers, to the extent that the employer does not currently maintain such information.”

How Would the Data be Used? Both the EEOC and OFCCP intend to use the compensation data to gain “insight into pay disparities across industries and occupations and strengthen federal efforts to combat discrimination.” The agencies will likely analyze the pay data within a separate establishment and/or within a corporate structure to “assess discrimination complaints and better focus agency resources where there may be disparities.”

Employers’ Bottom Line: While this is only a proposed rule at this time, the EEOC’s final rule likely will require employers to report information on pay and hours worked in some format. The proposed rule would impose additional administrative burdens on employers and creates concerns over the confidentiality of wage data. As federal contractors have been doing for years, non-contractor private sector companies with 100 or more employees are should analyze their compensation data well in advance of 2017, to address any issues uncovered.



© 2016 FordHarrison LLP | *John G. Kruchko is a Partner with the Management Labor and Employment Law Firm of FordHarrison, LLP, in Tysons Corner, Virginia; B. Patrice Clair is a Senior Associate in the firm’s Washington, D.C. office. Rachel Ullrich, an attorney in the firm’s Dallas office, prepared an original version of this article. For more information please contact Mr. Kruchko at (703) 734-0554 or Ms. Clair at (202) 719-2055 or by e-mail at jkruchko@fordharrison.com or pclair@fordharrison.com. This article is published for general information purposes and does not constitute legal advice.



Virginia Ready-Mixed Concrete Association

2016 Mixer Truck

★ ROADDEO ★

Monday, April 25, 2016

The Meadow Event Park • Doswell, Virginia

Mark Your Calendars!

- What:** The VRMCA 2016 Mixer Truck Roaddeo
Where: The Meadow Event Park in Doswell, VA
When: Monday, April 25th, 9:30 am- Driver Round-up and Registration- BE ON TIME!
Who: Mixer-Truck Drivers from all VRMCA Member Companies are invited to compete.
Why: Driver Education. Rewarding Day of Fun and Camaraderie. Learning-based Competition. Great Food. Cash and Other Prizes!

Sign up now! ALL registrations need to be received by NO LATER than Monday, April 18th, 2016. We need drivers AND volunteers. Visit www.vrmca.com for more information and to register!

Drivers will be competing for a chance to win a top prize of \$500.00 in cash, a free trip to The Greenbrier for the 2016 VRMCA Spring Convention. Please note that the Spring Convention is taking place one week after this truck roaddeo. The Second Place finisher will win \$350.00 in cash.

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.

MANY THANKS: Special thanks to Vulcan & Titan for again donating the trucks to use for this event.

Contact Christina Sandridge with questions: (434) 326-9815 or christina.sandridge@easterassociates.com.



**VIRGINIA READY - MIXED
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Thank You

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