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AMERICAN SOCIETY OF CONCRETE CONTRACTORS

The VOICE

of the Concrete Contractor

MARCH 2020



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Message from the Executive Committee

Mario Garza, Vice President

Spring is an exciting time for many in our industry. A number of organizations are well into their fiscal year 1st Quarter, or about to head into a new one. In both business and sport, organizations are excited at the prospect of success for their "teams". From Bo Schembechler's "The Team, The Team, The Team" to Jocko Willink's "There can be no leadership without Team", the signs and messages of Team as the foundation for success are everywhere. The reality is, very few teams actually get it right. Building a team on a foundation of trust, which can embrace conflict, commitment, and accountability, is extremely difficult.

"Not finance. Not strategy, Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare." - Patrick Lencioni



Thanks to the generous ASCC members who within less than 24 hours stepped up to pay the way for 12 students from Williamson College of the Trades, Philadelphia, to attend World of Concrete 2020. Donors were B. Pietrini & Sons, Forcine Concrete Const., The Fricks Co., McMahon Contracting, Miller & Long Concrete Const., Prus Construction and Structural Technologies.

At the 2020 ASCC board meeting at the World of Concrete, I had the opportunity to witness the leadership that drives successful teams. A few board members set the table for discussion on the topic of transition from traditional hard hats to helmets. The movement towards a change in the standard embraces all of the classic challenges: cost, peer pressure, employee buy-in, among many. In the discussion, the foundation of the team concept was apparent. As Lencioni states "Great teams argue. Not in the mean-spirited or personal way, but they disagree when important decisions are made." As the discussion progressed, I was personally impressed by the momentum growing towards the use of the helmet. The most important statement made was that we must always make decisions with TEAM, or people, as the primary factor. In the weeks following the board meeting, the momentum has continued. The members of ASCC are leading the way and embracing this important industry change.

Building successful teams at every level of an organization should remain our focus every day. A few of my favorite authors on the subject are Patrick Lencioni, Jocko Willink, and Jim Collins.

Executive Director's Message

ASCC LEAD

Bev Garnant

We are in the middle of putting together a leadership program our members can use to help develop those in their company who have the potential to one day run the show. And, at the same time, prepare a new cadre of board and committee members for ASCC. We've

INDUSTRY CALENDAR

Committee Week

Drury Inn & Suites Brentwood
May 4 – 6, 2020
St. Louis, MO

Concrete Executive Leadership Forum

Fairmont Orchid
July 16 – 19, 2020
Waimea, HI

Annual Conference

The Chase Park Plaza Royal Sonesta
September 24 – 27, 2020
St. Louis, MO

World of Concrete

January 19 – 22, 2021
Las Vegas, NV

Red = ASCC Event

Welcome New Members

Ashine Diamond Tools Co., Ltd., Xiamen, Fujian, CHINA
BEAM Concrete Construction, Inc., Melissa, TX
Blankenship Concrete Polishing, LLC, Dallas, GA
Cement Masons Local 404, Cleveland, OH
Charles Sinelli and Sons, Howell, MI
FV Group Corp, Royse City, TX
National Concrete Polishing, Richfield, OH
Osburn Contractors, Garland, TX (Rejoin)
Place Services Inc., Canton, GA
Platinum Specialty Services, Sewell, NJ
Rudolph Libbe Inc., Walbridge, OH
Texas State University, San Marcos, TX
Tonage, Inc., Westbury, NY
TRM Concrete, Plainville, MA
Walkway Management Group, Inc., Carrollton, TX
Zoho, Pleasanton, CA

named it ASCC LEAD, and hope to roll it out to members at the CELF this summer. The genesis for the program was our Emerging Leaders Committee.

The program runs for one year, Annual Conference to Annual Conference, and will include speakers, roundtables and other networking activities at the World of Concrete, Annual Conference, Leadership Forum and Committee Week. In between will be webinars and conference calls. All presentations are by ASCC contractor members, leading off with “Establishing & Sustaining Value & Vision” presented by Peter Emmons on September 24th in St. Louis.

Other presentation topics include Servant Leadership, Building a Safety Culture, Ownership /Accountability, Commitment to Self & Organization, Patience & Diplomacy, Integrity, Problem-Solving, Generational Differences, Building & Developing Teams, and The How & Why of Becoming an ASCC Leader.

Members will complete an application form to be reviewed by members of the LEAD Task Group. The registration fee will be in the neighborhood of \$1,500 plus travel and registration to events. Please start thinking about someone in your company who would benefit from this type of program. We look forward to welcoming him or her to be a part of the first ASCC LEAD class.

Decorative Concrete Specialist

ASCC Member Paving the Way Through Education

Chris Sullivan, Decorative Concrete Specialist

The single biggest complaint I hear across all of our markets is a shortage of talented people entering the concrete industry. It has become a serious concern as man-power shortages directly impact the construction economy and our livelihoods. The good news is there are organizations and schools that realize the need and are doing something about it. One school in particular, an ASCC member, is leading the way with an innovative 2-year associates degree, designed to prepare students for the demands and challenges of the concrete industry while at the same time showing them the rewards of a career in our industry. The press release below outlines the program and provides information on how to contact the school to learn more about how these talented students might fit into your organization.

March 4, 2020

Concrete Science degree prepares students to lead and shape one of the nation’s most rapidly growing industries

One of the only associate-degree concrete science programs on the United States’ East Coast, Pennsylvania College of Technology’s innovative Concrete Science Technology program, covers the analysis, recommendations, and planning that happens before concrete is poured.

Working in several specialized labs, students gain hands-on experience interpreting concrete drawings, identifying key industry symbols, establishing parameters, setting elevations for concrete formwork, and working with commercial and residential building codes including the American Concrete Institute (ACI) testing for air, temperature, and slump. Hands-on instruction also includes designing concrete mixes based on application and purpose, analyzing applications and procedures for repairing or replacing defective concrete work, and performing accurate analysis on aggregates used in concrete for specific gravity, moisture, and cleanliness. Students have the opportunity to earn the following industry credentials as part of the curriculum: ACI Concrete Field Testing, Technician Grade I, Nudura ICF (Insulated Concrete Form) Installation Certification, Pervious Concrete Installation Certificate, and Silica Competent Person Training Certificate.

Students have the option to earn dual associate degrees in Building Construction Technology and Concrete Science Technology in three years of full-time study. They may also seamlessly transfer into the Bachelor of Science in Residential Construction Technology and Management, or pursue a Bachelor of Science in Applied Management, offered on-campus and online.

Visit www.pct.edu/concrete, email admissions@pct.edu, or call toll-free at 800-367-9222 to learn more.

Concrete Polishing Council



Challenges in the Polishing Industry

Shawn Halverson, CPC Council Director

Labor Compensation.

How much do you pay your guys, the guys getting dirty each day? It seems like every year I’m in this business the question comes up a lot. Can the guys in middle America make as much as the guys on the coasts? Should it be based on location, talent, experience, years employed, cost of living or just on who screams the loudest? I have known many contractors who paid whatever the employee asked, just to keep them happy. But for what sacrifice to the quality of the work? And will they ever be happy? Some companies start low and give yearly raises; until they can’t afford that guy any more. Most contractors don’t want to lose their team, so flexibility is important to meet the employees’ desires. But to what point? And of course, once one guy makes “X”, everyone on the crew knows what they make.

My partner has come up with what I believe is a fair system to recognize the value of each member of our team, according to knowledge. It’s no longer about who’s been here longer. He’s created levels for each category of employees: laborers, foremen, lead guys, superintendents, etc.

There's a three-tier system for each position, based on polishing knowledge, polishing terminology, polishing experience, diamonds, safety, including OSHA 10 or 30 training, chemicals, basic math, plan reading, as well as scope of work start to finish. There is a test for each level based on what a guy should know. You can see in your mind the levels and how your team is going to fit into each category. This gives them a real chance to grow and prove themselves worthy of a raise. For each level they can take a hands-on test to complete the passing grade to the next level of compensation, as well as take the next test. This turns into a small competition between the guys. No longer can someone hide in a crew without understanding their task or position.

Business owners must step up our game too. This may require training to help us understand and learn what we need to climb the ladder. This leads us to the CPC Tradesman and Craftsman certifications, wherein polishers prove their knowledge. And everyone wins!

Participate in ACI Public Discussion

Bruce Suprenant, Technical Director



American Concrete Institute

ACI has a process for the public discussion of proposed standards. These are typically ACI Specifications and Codes, not the Guides. An email is sent to ACI members making the standards available for a 45-day public discussion and comment period, providing instructions on how to access the standard on the ACI website and how to submit comments. A notice of availability for review is also published in *ACI Concrete International*. Public discussion drafts have the following disclaimer on the bottom of each page: "This draft is not final and is subject to revision. This draft is for public review and comment."

Although you may have received an email, the documents available for public discussion and the comment forms can be found at this link:

<https://www.concrete.org/publications/standards/upcomingstandards.aspx>

The following four documents are open for public discussion which closes on March 19:

ACI 301-XX "Specifications for Concrete Construction"

ACI-ASCC 310.X-XX "Specification for Polished Concrete Slab Finishes"

ACI 332-19 "Residential Code Requirements for Structural Concrete and Commentary"

ACI 522.1-XX "Specification for Construction of Pervious Concrete Pavement"

Comments must be received by the end of the public discussion period and e-mailed to discussion@concrete.org. Due to the volume of comments received, all comments must be submitted via the Comment Form to be considered by the committee. Please DO NOT PDF the comment form. All comments will be responded to by the originating committee. After the committee response is approved, comments and responses are posted on the ACI web site.

If you suggest a change in the wording of a sentence or paragraph, ACI directs you to include suggested wording for the modification. Don't just comment "I don't like this," "Not true", "Where did this come from?" Rather, propose alternative language. This will both speed up the process and you'll most likely have a better chance of your proposal being considered.

With the assistance of the CPC Technical Committee, we have submitted 75 comments on ACI-ASCC 310. Although the draft is not final, the proposed specification requires a competent supervisor that is certified as a CPC Craftsman. We anticipate that this will increase the personnel involved in certification and we expect this document to be published in final form around June 2020.

If you just want to make a few comments on other documents open for public discussion, jot down some notes and send them to me at bsuprenant@asconline.org before March 19 and I'll get them to ACI.

Safety & Risk Management Council

Powder Actuated Nail Guns

Phil Diekemper, Safety & Risk Management Council

Many of our carpenters today utilize Powder Actuated Nail Guns. They have become lighter, more versatile, and convenient. Use of nail guns, however, has led to new accidents, in lieu of the historical accident of a thumb being smashed by a hammer while holding a nail. Our company has experienced several incidents, especially during make up of wood forms or studded beam sides. These situations often involve a carpenter holding the material that is to be nailed. The following photo illustrates what can happen when the tool is not used correctly, with the carpenter's hands clear.

In this case the carpenter was holding one of the studs of the beam-side against the top plate with the left hand. He was holding the nail gun with the right hand. The carpenter pushed the safety nozzle at the end of the nail gun against the top plate and squeezed the



trigger. A nail shot out of the gun and hit a knot in the top plate. The nail angled up from the knot and punctured the carpenter's left hand between the thumb and index finger.

To prevent this type of accident, set up a jig to help hold the top plate and studs in the correct location prior to nailing beam side frames together. It would have been smarter to nail the bottom nail first, and remove the hand prior to shooting the top nail during the attachment of studs to a top or bottom beam-side plate. Always use full sequential nail guns. These have a safety tip which must be against the wood before the trigger can be fired, preventing an airborne ejection of a nail. The safety tip must be pulled away and back again to reset the trigger.

In this case it also would have been smart to identify the knot in the lumber and avoid it. Knots are common and often affect lumber capacity and properties. They too can create dangers as this accident reveals.

Other general considerations when utilizing Powder Actuated Nail Guns:

- If using an air pressure actuated nail gun, check air pressure prior to hooking the hose to the nail gun.
- Before dislodging any stuck nails in the cartridge, or another repair, disconnect air pressure.
- Areas surrounding work should be kept clear of tripping hazards from air hoses or cords.
- Don't be lured into a short cut by wiring back the safety nozzle and trigger for rapid firing of the nail gun.
- Even with all safety precautions, it's never good to point a nail gun at another.
- Handle nail guns with care; don't swing or drop the gun. Avoid climbing a ladder with a loaded nail gun against your body or hooked to an air hose.

Celebrating Member Klorman Construction



Congratulations to ASCC member Klorman Construction, celebrating 40 years in the concrete construction industry. Klorman's corporate headquarters are in Los Angeles County, with regional offices in San Francisco and San Diego. They are recognized as a top builder of parking structures, mixed-use buildings and office buildings.

ACI News and Acknowledgements



American Concrete Institute

Unfortunately, due to the coronavirus, ACI has had to cancel its Spring Convention, scheduled for later this month in Chicago. At that convention, ASCC staff and members were to be honored with an ACI Construction Award. Their press release reads as follows:

The ACI Construction Award is awarded to **James Klinger, Tim Manherz, Bruce A. Suprenant, and Frank P. Salzano** for their paper: "Constructability of Embedded Steel Plates in Cast-in-Place Concrete," *Concrete International*, September 2018, pp 28 – 34. The article presents recommendations for best practices for design, fabrication, coordination, and construction of embedded steel plates in cast-in-place concrete.

James Klinger is a Technical Representative for the Conco Companies, based in San Francisco, CA area. **Tim Manherz** is the Senior Vice President of Operations at TAS Commercial Concrete Construction, with headquarters in Houston, TX. **Bruce Suprenant, P.E., Ph.D., F.A.C.I.** is Technical Director at the American Society of Concrete Contractors (ASCC) located in St. Louis, MO. **Frank P. Salzano, P.E.,** is Director of Quality Control at Ceco Concrete Construction.

HOT LINE QUESTIONS

**CONCRETE
CONSTRUCTION**

800-331-0668

Bruce Suprenant
ascshotline@asconline.org

**POLISHED
CONCRETE**

844-923-4678

Chris Sullivan
csullivan@asconline.org

**SAFETY &
INSURANCE**

833-281-9602

Joseph Whiteman
jwhiteman@asconline.org

**DECORATIVE
CONCRETE**

888-483-5288

Chris Sullivan
csullivan@asconline.org

ASCC members have access to these toll-free numbers for assistance.

Webinars begin at 3:00 p.m. CST

April 8, 2020	Smart Concrete Sensors – How Understanding Real Time Concrete Strength Development Can Improve Schedules	Kris Till, Kryton International, Inc.
May 13, 2020	New Decorative Finishes	Chris Sullivan, ASCC Decorative Concrete Specialist
June 17, 2020	Contradictions in Polishing Specifications	Clark Branum, Diamatic USA

Members no charge. Non-members \$35; MC, Visa, Amex only. Call 866-788-2722 to register.