CONTENTS

Spring Workshop Wrap-up

7

Seay Management Report
2019 Overtime Update

8

Kiley’s Corner
Crack Repair

DEPARTMENTS

President’s Message 3
Seay Management Report 7

Cover Photo: Market Place Tower
Manufacturer: Advance Architectural Stone
Dear fellow precasters, associates, professionals and friends,

It is hard to believe that we are so far into 2019 already! The past couple months have been packed with activity. A special thanks to everyone who attended the 2019 Spring Workshop this past March. We were thrilled with the Blue Collar Leadership session presented by Mack & Ria Story and from the survey responses so were you! We were treated to a project tour hosted by Northern Design and a behind the scenes tour of the Kentucky Derby. All and all it was a successful and productive workshop!

With the Spring Workshop behind us, we now turn our focus to the 2019 Annual Convention and Awards for Excellence. Sponsorship opportunities are now available for the convention and the submissions for the Awards for Excellence are now being accepted. I encourage all of our producers to participate and submit your award worthy projects this year! The deadline to submit is Friday, July 12, 2019. This is an excellent opportunity to show off the incredible work that your team has done!

I look forward to seeing everyone in September at the 2019 Annual Convention.

Yours sincerely,
Mario Forlenza

IMPROVEMENTS TO APA ONLINE MEMBER DIRECTORY

We’ve made a few improvements to the APA Online Membership Directory which now includes a Search By Certification option. Why not visit the updated directory today to see this new feature?

Visit www.archprecast.org/membership/
2019 Spring Workshop Report

The 2019 Spring Workshop at The Omni Louisville Hotel in Louisville, Kentucky. The Spring Workshop received wonderful feedback on this year’s theme of Incentivizing and Motivating Blue Collar Workers. Our keynotes Mack & Ria Story truly offered valuable information and lessons in leadership at every level. Attendees also enjoyed hearing from APA’s very own Jesse Thompson with Northern Design who shared about the Labyrinth Project which the attendees got to see up close the following day.

Also, a special thanks to NPCA and their staff for coordinating with us on this year’s event. Their hard work and hospitality was greatly appreciated and we look forward to working with them again next year!

It was a productive and successful workshop. The APA would also like to thank the sponsors who made it all possible JVI, Inc., Northwest Precast, Meadow Burke, Federal White Cement and Fister Quarries.

Thanks to everyone who attended and showed their support of the APA. We look forward to seeing you all again at the next workshop in March 2020 in Fort Worth, Texas.
SAVE THE DATE

APA 2020 Spring Workshop

Omni Fort Worth Hotel
Fort Worth, Texas

March 8-9, 2020
APA MEMBER BENEFIT:
HR & EMPLOYMENT HOTLINE

As valued association members of the Architectural Precast Association, you have unlimited access to a complimentary HR & Employment HOTLINE through our partnership with Seay Management Consultants. This HR & Employment HOTLINE is available to you at NO COST and will provide answers to your human resources, personnel management and employment related questions.

Hundreds of employee questions arise in day to day business and almost every one of them can be different – questions about COBRA, FMLA, EEOC, ADA, and so many others. Sometimes a simple question can turn into a complicated or costly concern if it’s not handled properly.

When you have a question and need an accurate, straight forward answer, simply contact Seay Management Consultants and identify yourself as an APA member.

HUMAN RESOURCES SPECIAL MANAGEMENT PROJECTS*

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HR Workshops and Presentations

*Special Projects will be offered at a reduced hourly rate for clients of APA.

HR & EMPLOYMENT HOTLINE
Email: admin@seay.us
Toll Free: 888-245-6272
2019 OVERTIME UPDATE

On March 7, 2019 the Department of Labor (DOL) announced a proposed rule that would make more than one million American workers eligible for overtime. Under the current wage and hour regulations, employees with a salary below $455 per week ($23,660 annually) must be paid overtime for all hours worked over 40. Workers making at least this salary may still be eligible for overtime based on their specific job duties.

The proposed rule would increase the salary level to $679 per week ($35,308 annually). To reach this decision, the Department held six in-person listening sessions around the nation and considered more than 200,000 comments that were received as part of a 2017 Request for Information (RFI).

Below are the key points of the proposed rule:

- Increasing the minimum salary required for exempt employees from the current level of $455 to $679 per week.
- Increasing the total annual compensation for “highly compensated employees” from $100,000 to $147,414.
- Committing to periodic reviews to update the salary threshold. An update would require notice and comment rulemaking.
- Allowing employers to use non-discretionary bonuses and incentive payments (including commissions) that are paid annually or more frequently to satisfy up to 10 percent of the salary level requirement.

Key points that have not changed:

- There are no changes to the job duties test.
- There are no automatic adjustments to the salary threshold.

The DOL has stated that it anticipates an effective date of January 2020 for the rule. It is our hope that, by highlighting these key points, we can assist your business to feel confidently prepared in dealing with this change once it’s implemented.

Very best regards,

THE SEAY MANAGEMENT CONSULTANTS STAFF

Remember if you have an employment issue or challenge and you need the right answer, right away, take advantage of the APA’s FREE HR Hotline for APA Members. The Seay Management Team gives the best HR advice available.

Call them at: 888.245.6272
Welcome, in this edition we will cover the different options for crack repair. There will be a new article in every edition of the APA Precaster covering the art of repair and cleaning of architectural precast concrete and cast stone.

Crack Repair

By Kiley Marcoe, Metro Precast & Stone Services, Inc.

A certain amount of cracking is to be expected, small cracks may not need to be repaired unless corrosion of the reinforcement can occur. These smaller cracks under .010” may only require a cosmetic fill for aesthetics. To restore the precast panel’s integrity or to prevent moisture from reaching the reinforcement, cracks can be epoxy repaired prior to cosmetic repair.

You must determine if a crack is active, then the cause of the crack movement must be determined and corrected prior to repair. Otherwise, the concrete will crack again after the crack is epoxy repaired. The easiest way to determine if a crack is still active is to use a crack monitoring device. Crack monitoring devices are inexpensive and easy to use. If the crack is dormant you can proceed with both the epoxy and cosmetic repairs. If the crack is active the only course action is to inject a flexible sealant or to install a control joint adjacent to the crack prior to injecting epoxy.

The below image shows the measuring of a crack using a crack measuring card.

The next step is to modify the jobs repair mix, the repair mix needs to be modified for crack repair due to the crack’s small size. Saw cutting a series of grooves to simulate cracks in a sample panel works nicely. Screening the sand smaller than the crack size is recommended. Typically you will need to enrich the color by increasing the pigment or colored sand.
Below shows a sample panel saw cut to simulate cracking.

The below image is of repair mix samples modified for crack repairs.

**Injection versus Gravity Feeding**

Horizontal, vertical, and overhead cracks will need to be injected under pressure with low viscosity epoxy. Horizontal cracks of sufficient width can be filled by gravity-fed epoxies. Cracks can be injected from either side or both sides. If access is limited to only one side, medium viscosity or semi gel epoxy should be used.

**Injection**

Set surface mount ports at a rate of 1 1/4” apart for every 1” of panel thickness with a capping adhesive. For example, a 6” thick panel will have the ports set at the rate of one every 7” to 8”, Followed by the bridging of the crack between ports.

Using low pressure injection system Inject from the lowest port, the injection system will automatically progress in sequence to the upper most port.

After injection is complete, you simply peal the bridging material from the face of the panel, care taken not to damage the delicate architectural surface.
Upon cleaning, the repaired precast member will have the crack completely filled from top to bottom through the entire plane of the panel.

Then the cosmetic repair is performed after the epoxy injection to enhance the appearance of the panel.

Gravity Feed Method

Bridge the crack at the top, face, bottom and sides of panel and between ports.

Install two ports on every crack, the first at 6” off the end and the second 6” from the other end. The first port is the feed tube and the other port is to allow air to escape.

Install a 10” length of hose on both ports.

Use a funnel to gravity feed epoxy into the hose, when hose drains, refill with epoxy until some epoxy remains in both hoses.

Then install cosmetic repair to match the architectural concrete in color and texture.

Properly repaired cracks should last the life of the building. The below pictures show repaired cracks after 9 years. (Before on the left, and after on the right).

Metro Precast & Stone Services, Inc.
http://www.metroprecast.com/
TOP 3 REASONS YOU SHOULD BE A SPONSOR!

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Affordable opportunity to showcase your products & services

Networking with expert precasters

For detailed sponsorship information, click on the following link: 2019 SPONSORSHIP OPPORTUNITIES BROCHURE
SCHEDULE OF EVENTS

FRIDAY, SEPTEMBER 27
8:00 a.m. – 12:00 p.m.
APA Personnel Certification Committee Meeting (Tentative)

2:00 p.m. – 5:00 p.m.
APA Board of Directors Meeting

3:00 p.m. – 5:30 p.m.
Table Top Displays Setup & Vendor Registration

4:00 p.m. – 5:30 p.m.
Registration Open

6:30 p.m. – 8:30 p.m.
Opening Night Event

SATURDAY, SEPTEMBER 28
8:00 a.m. – 11:00 a.m.
Registration Open

8:30 a.m. – 12:00 p.m.
Associate Displays Open

8:30 a.m. – 9:00 a.m.
General Membership Meeting

9:00 a.m. – 10:00 a.m.
GENERAL SESSION I
7 Pillars of Winning Company Culture
Presenter: Dennis Campbell

10:00 a.m. – 10:15 a.m.
Break / Associate Displays

10:15 a.m. – 11:45 a.m.
GENERAL SESSION II
3-D Printing and Architectural Precast: Today and Tomorrow
Presenters: David Voorde SABIC Innovative Plastics and Austin Schmidt Additive Engineering Solutions

11:45 a.m. – 12:00 p.m.
Break / Associate Displays

12:00 p.m. – 12:30 p.m.
Associates Corner / Sponsor Presentations

12:30 p.m. – 1:00 p.m.
Lunch at Mesa Plant

12:00 p.m. – 12:30 p.m.
Break / Associate Displays

12:00 p.m. – 12:30 p.m.
General Membership Meeting

12:30 p.m. – 1:00 p.m.
Break / Associate Displays

6:00 p.m. – 7:00 p.m.
Cocktail Reception

SUNDAY, SEPTEMBER 29
8:00 a.m. – 11:00 a.m.
Registration Open

8:15 a.m. – 10:45 a.m.
Associate Displays Open

8:15 a.m. – 9:15 a.m.
GENERAL SESSION III
TBD

9:15 a.m. – 9:30 a.m.
Break / Associate Displays

9:30 a.m. – 10:00 a.m.
GENERAL SESSION IV
Active Shooter Training - Part I
Presenter: Tony Lee, Lee's ATA Martial Arts

10:00 a.m. – 10:45 a.m.
ROUNDTABLE DISCUSSION SESSION

10:45 a.m. – 11:30 a.m.
Table Top Displays Breakdown

12:00 p.m.
5th Annual JBT Championship Golf Tournament

6:30 p.m. – 8:30 p.m.
Awards Dinner & Swearing in of APA Board of Directors

MONDAY, SEPTEMBER 30
8:30 a.m.
Tour at Arizona University

10:45 a.m.
Tour Mesa Plant

11:15 a.m.
Lunch at Mesa Plant

11:45 a.m.
Active Shooter Training - Part II

1:00 p.m.
Bus departs for Scottsdale Airport

1:15 p.m.
Drop off Scottsdale Airport

2:00 p.m.
Drop off at McCormick Ranch