



MINUTES

NRMCA Educational Activities Committee Meeting

Saturday, March 1, 2014

The Cosmopolitan, Las Vegas, Nevada

Presiding Officer: Vickie Tyminski

Attendees: Tom Baird IV, Conco Companies; Bob Carroll, Carroll Concrete; Bill Childs, Chaney Enterprises; Dan DeGraff, Michigan Concrete Association; Mike Ellington, Mobley Concrete; Allen Hamblen, CalPortland Company; Mike Kraus, Euclid Chemical; Jennifer LeFevre, RMCREF; R. Findley Messick, Kentucky Ready Mixed Concrete Association; Bryce Mobley, Mobley Concrete; Mike Murtha, FC&PA; Bill Sandbrook, US Concrete; Denzil Schmitz, ABC Polymer Industries; Charlie Schumacher, Schwing America; Alan Sparkman, Tennessee Concrete Association; Vickie Tyminski, Carroll Concrete; Bobby Zellers, ABC Polymer Industries

NRMCA Staff: Eileen Dickson

1. The meeting was called to order by Chairman Vicki Tyminski. She also asked the group to introduce themselves.
2. Antitrust statement: Chairman Tyminski asked the group to look at the antitrust statement they were given and note the meeting would be conducted in accordance with it/federal law.
3. ACTION: The minutes from the last EAC meeting on September 23, 2013 were approved.
4. EAC New Business (Vickie)
 - A. Supporting mixer drivers. At the last EAC meeting, the group agreed that keeping current drivers' knowledge up to date is critical for a producer's economic recovery. As a result, two initiatives became ACTION items last September:
 - a. Mixer driver online video lessons
 - a. An EAC proposal was approved in November 2013 by the RMC Research & Education Foundation to fund production of five 20-30 minute safety online lessons. The series would be viewable 24/7 from any computer. A company would buy a monthly subscription for viewing in units of 10 drivers at a very reasonable fee. This funding will launch an entire safety series which should expand to 25+ titles. Three of the five directly relate to a driver's job function.
 - a. Each video lesson will emanate from an Operations Environment, and Safety Committee PPT group lesson plan. A title will be adapted to an individually-viewed online format with an immediately scored quiz at the end of viewing the film. When a participant passes the quiz, he/she can immediately print out proof-of-(safety) training for a producer's recordkeeping.
 - b. Three of the first five lessons directly relate to driver training. The first five titles are:
 - i. Backing Prevention: release June 2014 (driver training)
 - ii. Using a Spotter: release June 2014 (driver training)
 - iii. Lock Out/Tag Out/Try Out, Part 1: release September 2014

- iv. Lock Out/Tag Out/Try Out, Part 2: release November 2014 (release early – September 2014)
 - v. Pre-trip Inspection, release 1st Quarter 2015
 - b. Concrete Delivery Professional (CDP) online training: The Operations, Environmental, and Safety Committee reviewed the 2nd edition and recommended minor changes, specifically relating to the new drivers' hours of service and hazard communication regulations as well as a suggestion to add information on the fuel injection maintenance awareness as it relates to a pre-trip inspection process. The 3rd edition will be released in late Fall 2014.
 - c. ACTION: Reach out to the OES-HR Task group to see if they can develop an onboarding tool for new drivers that would especially support smaller companies. OES HR Task Group Chair reported the group welcomes working with EAC.
- B. Annual Developing Industry Leaders presentation. EAC was responsible for the 2014 group who will present their research and recommendations at the Membership Meeting on Monday, March 3, 2014. Their topic is, "Enhancing Military Veteran Workforce in the Ready Mixed Concrete Industry."
- C. Working with RMC Research & Education Foundation
 - a. CCSP I (Concrete 101): The Education Department informed EAC that it will submit a preliminary perspective to the RMC Research & Education Foundation in May, 2014, notifying them that there will be a request for funding in November 2014. The project is to move portions of the critical topics online. This is based on past EAC discussions about new hires learning about critical aspects of their new industry technical knowledge. It also supports current employees' needs to become more technically competent.
 - b. CCSP II (Understanding the Concrete Contractor's Business). This content is written for sales/technical field reps in the RMC business. Recently, there have been sizeable changes with the introduction of BIM and the role of LEED from the contractor's perspective. This can impact the role and relationship between a producer and a contractor, especially as it relates to understanding specifications' requirements and job site management and expectations. As a result, NRMCA will work with MTSU's professors and another entity on a revision of this module's content. A Request to Fund Proposal will be submitted in May 2014, with a schedule to beta test the updated curriculum in December 2014, and completion of the project in early 2015.
- D. The Education Department informed the Committee that the annual Sales Manager-related webinar was expanded to 4 webinars, one per quarter. It launched in February, 2014. Additionally, two stand-alone sales webinars are planned for April and August for sales reps and sales managers.
- E. Jennifer LeFevre from the RMC Research & Education Foundation discussed its funding of the new safety series videos and the importance of producers supporting the program through subscription purchases because the Foundation will only fund the first five; NRMCA will have to fund lessons thereafter. Additionally, other Foundation projects were discussed as well as the Bridge the Gap Campaign.
- F. ACTION: EAC agreed that NRMCA will conduct a free webinar in Fall 2014 to help producers understand how to select an employee for training and set expectations.

5. Old Business
 - A. STEPS
 - a. Free webinars are offered about the program every six months. One was held in November 2013 and another will be offered March 12, 2014.
 - b. In 2013, nine achieved STEPS certification. They are recognized annually at the Annual Convention's Awards Breakfast.
 - B. EAC's annual Innovation in Training will be awarded at ConcreteWorks™, in September, in Indianapolis. Call for submittals will be released around May 1, 2014.
 - C. NRMCA sponsored 14 seminars at CONEXPO-CON/AGG. Topics were discussed.
 - D. Eileen reviewed upcoming classes and webinars.
6. The next EAC meeting will be held at ConcreteWorks™ in Indianapolis on Sunday, September 21. The time will be emailed to the Committee.
7. The meeting was adjourned by Chairman Tyminski.

Respectfully submitted by
Eileen Dickson