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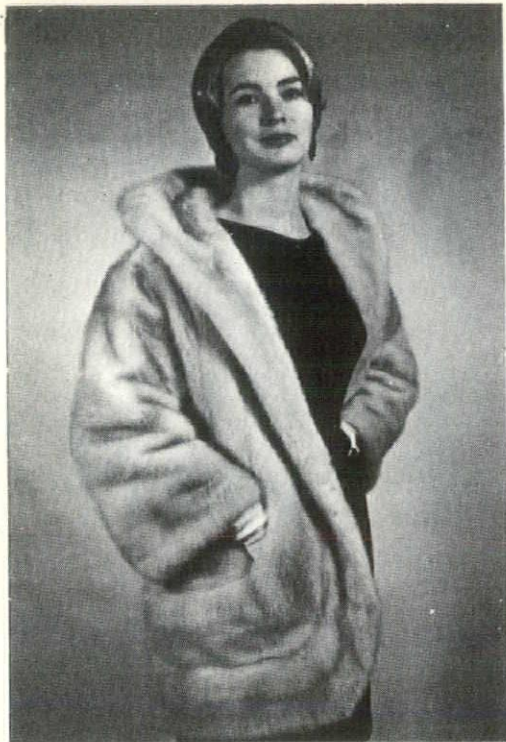
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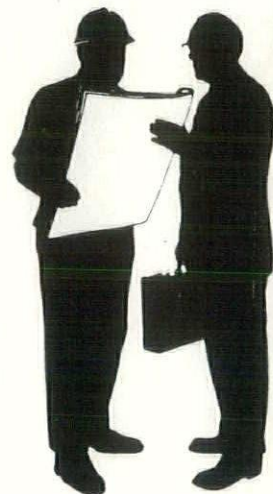
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The New Divide

THE ESSAY IN A RECENT issue of TIME Magazine stated that, "Political studies show that in every election since 1958, the 'most politically estranged' voters have been those over 50; the world simply became too much for them." Although not privy to any political studies, I'm unsure of what the connection is between the estranged voters over 50 and the world being "too much for them."

Except for recently, when hordes of citizens abandoned the ballot out of disgust and hopelessness, I've never understood why some people voted and some did not. Nor can I understand why the world being too much with them would make the over fifties the most estranged voters as far back as 1958. That was a placid period of "father figure" Eisenhower's benign administration. We did have the first of the school desegregation problems, when Little Rock children transformed the old rhyme to "reading, writing and 'rithmetic, taught to the tune of a bayonet stick," but the violence and riots, the white flights and the sociological upheavals over such measures as bussing, were then undreamed of.

In 1958, I taught my first creative writing course to selected juniors and seniors from Westhampton and Richmond College, and everything in that year was confirming of the order of the world as I had known it for half-a-century. There were several students in that class, all leaders, who shared the gratifying traits of intelligence, literary background, motivation and strong work-habits. These four or five leaders, girls and men, were so competitively committed as to make the mediocre appear pretty good and to make the fortunately few dogs non-factors. Of that whole year, 1958-59, the worst phenomenon we could think of was the sensation made by Elvis Presley.

In that year also such a sense of peace lay over the land that American publishers deluged the public with books on the Civil War in anticipation of the approaching Civil War Centennial. Such a sense of peace continued in 1960 that in the Kennedy-Nixon debates Kennedy dredged up the charge (untrue) that America was behind the Soviets in nuclear missiles ("the country must get moving again") and they argued over points about Taiwan with fierce intensity. That close election was decided some experts said by Kennedy having better looks and being quicker on his feet in debate. While it might be interesting to know why the over fifties were estranged voters in that election, speaking as one of them with many contemporary friends, I can recall nothing that made the world seem too much for us in that period.

When the TIME Magazine Essay appeared, I was reading for the *n*th Maugham's novel, *Cakes and Ale*. Now Somerset Maugham is much out of fashion these days, but those of us over fifty who are professional writers and discovered him with boundless joy in our youth regard Maugham as the greatest professional of the 20th century.

(Continued on page 48)

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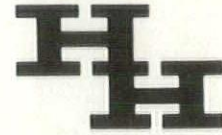
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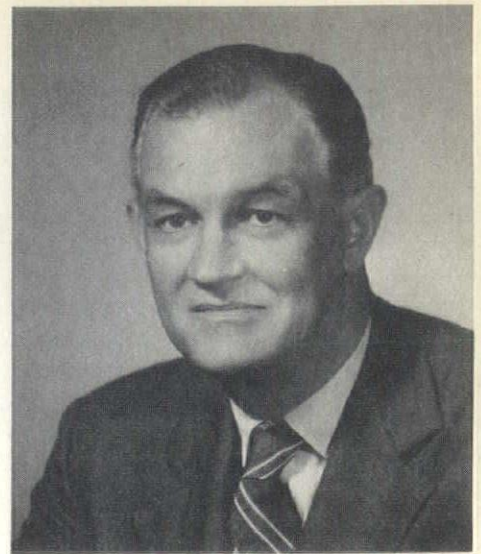
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I commend this issue of the Virginia Record magazine to your thoughtful reading and appraisal. It presents the point of view on several subjects of the organized members of a major segment of Virginia's economy.

While every citizen may not agree with all that is set forth herein, much of what is said deserves mature consideration by every citizen.


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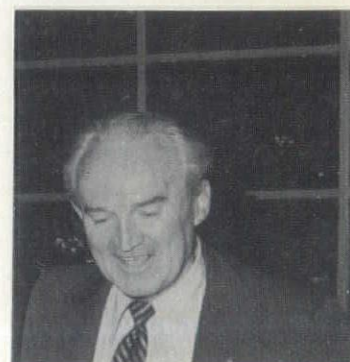
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MERIT SHOP — A VITAL MOVEMENT

OPERATION of the Merit Shop in the Virginia construction industry is a perfectly natural development because of the fitting parallel of the Merit Shop concept and the traditional Virginia love of liberty.

The Merit Shop, as espoused by the Associated Builders and Contractors, is also a quest for liberty, manifest in a continuous struggle to reform an industry crippled by restraints that inevitably damage the economy.

As we review its growth, we see that the pre-World War II construction industry was one that had barely crawled from the paralysis of the great depression. Unionized labor, imbued with the psychology of scarcity fostered make-work practices that hardened into the closed shop during the war itself.

When, later, the great pent-up demand for housing and industrial, commercial and institutional facilities was ready to be met, the situation called for an entirely new look at methods in construction. Because the outmoded scarcity ideas were still prevalent, new management, young and vigorous, appeared to challenge the old concepts.

General contractors knew that they could not depend solely upon the unionized sector, with its hiring halls and job site practices that harked back to the 19th century. Yet they saw that it was unwise to throw out the best of union skill and will, so they welded into the operational force, union and non-union employees. This introduced a new element of competition. At first termed *open shop*, in this period of adaptation, the idea of Merit Shop was conceived as more expressive of the method. Merit Shop simply means the engagement of subcontractors — whether union or not — on a basis of merit — quality performance at the

By John Trimmer

lowest price; and among them, the reward of individual workers on the basis of merit.

The idea provided a new dynamism in the industry, and in this dynamism, the Associated Builders and Contractors, known as ABC, was formed. Its sole purpose was promotion and improvement of this way of doing business.

Where contractors were not involved in collective bargaining agreements, they faced a new responsibility of developing new personnel practices. Reflecting upon the scarcity psychology of the craft unions, they knew that if they were to succeed they would have to lay the ghost of distressing intermittent unemployment of their workers. They directed themselves to the management goal of maintaining steady employment. Where they faced recalcitrance of craft unions, they developed their own work forces.

Further, the Merit Shop contractors knew that they would inevitably have to face union competition, which meant not only would they have to pay decent wages, but provide substantial fringe benefits as well. They would also have to provide opportunity for advancement of individual workmen but a recognition of their worth as persons.

The ABC went about accomplishing these objectives bit by bit. But the effort was not without opposition. In the Metropolitan Baltimore-Washington area, unions fought bitterly against the advance of the Merit Shop. They engaged in secondary boycott strikes, job site violence, and utilized their political power in local, state and federal government. These actions involved a protracted and costly struggle,

but the ABC succeeded in weathering these early storms.

Today the ideas of the Merit Shop and the management and employment methods have won nationwide respect. The association, from a handful of contractors in Baltimore in 1950, has grown to a membership of over 9,000 firms with 47 chapters and a national membership.

From the beginning, the respect for law and order has been paramount, but equally strong has been the ABC's insistence that its rights not be destroyed by any force bent on monopoly in the construction industry.

Today, the Merit Shop has introduced new methods of utilization of manpower. The ABC has created its own apprenticeship programs and succeeded in having them certified by various states and the Federal government. That certification was strongly opposed by union leaders and in one case led to a contest in Federal court which the ABC eventually won.

The association today is working on an entirely new training method, discarding the older apprenticeship approach. The program breaks down the crafts into small programmed elements which can be taught in a fraction of the time required by the older methods. It bids fair to revolutionize construction by creating a construction technician, adept in various phases, providing a cutting edge against unemployment and seasonality.

Further in the area of education, the ABC has created advanced journeymen courses in community colleges and looks toward increasing cooperation with construction technology schools

(Continued on page 46)

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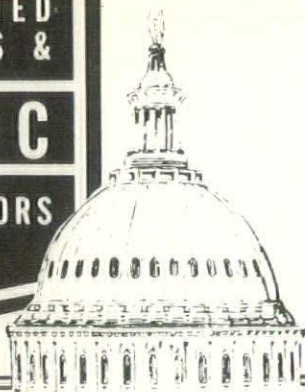
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LEGISLATIVE POLICY

To understand why we have achieved significant success — and why we will continue to do so, one needs to have a comprehensive understanding of ABC Legislative Policy, and the environment in which we operate.

The Associated Builders and Contractors is a trade association comprised of thousands (9,500 in 1975) of member firms engaged in the construction industry or in other businesses related to it who regularly deal with contractor and supplier members. Its membership includes general contractors, subcontractors, suppliers, and associates.

The Association was established in 1951 for the primary purpose of promoting the Merit Shop construction industry.

It is our desire to promote the Merit Shop construction industry and cooperate with other construction-related associations in common causes.

The major tenet of the Association is that any firm should have the right to work with any other firm regardless of its labor-management relations, just as any individual worker should have the right to work without regard to his membership or nonmembership in a labor organization.

We believe that the Merit Shop construction industry is a key element in the private free market economy which is generally characteristic of our nation today. We believe that free market economy is likewise an important underpinning of the preservation of the freedoms that have made this nation great.

Essential to the preservation of a free construction market is the improvement of productivity and efficiency with cost values that inure the public interest. We believe that the highest productivity can only be achieved by the recognition of individual ability and the unrestricted development of manpower, materials, and equipment.

Government on all levels has a moral obligation to operate with a due sense of fiscal responsibility. Responsible citizens, likewise, should maintain continuous critical scrutiny of the fiscal operations of government.

We deal in this policy statement with major aspects of governmental activity impinging upon the construction industry and with governmental actions affecting business generally of importance to members of the ABC.

Labor-Management Relations

Sound labor-management relations are essential for the preservation of our competitive free enterprise system. To this end, the Association subscribes to the following principles:

1. Labor-management relations and legislation should provide equality before the law among employers, employees, and labor organizations with an objective of the peaceful resolution of labor disputes.
2. Procedures related to selection or rejection of labor organizations should be free of coercion or intimidation by employers, labor organizations, and employees to guarantee a fair choice.
3. Employers, employees, and labor organizations should be viewed as equals and *all held* equally accountable under the law for injuries suffered by an individual or damage to his property as a result of breach of contract, violence, or other wrongful acts.
4. Strikes, slow downs, job actions, and sick-outs against the government and essential services affecting the security, health, and welfare of the people should be prohibited. ABC is opposed in principle to collective bargaining for government employees. Collective bargaining is a process for private industry to reduce strikes and discord. Government employees have the protection of the United States Civil Service. Collective bargaining in government would require the government to bargain with itself.
5. Secondary boycotts (common situs picketing) are harmful to the public and also to neutral employers and employees. The National Labor-Management Relations Act should be strengthened to eliminate loopholes and give more effective protection to innocent third parties.
6. Public laws prohibiting violence, coercion, mass picketing, featherbedding, and other abuses should be strictly enforced. Laws against union violence, coercion, and extortion (Hobbs Act) should be strengthened to make job site violence during a labor dispute a federal offense.
7. Restrictive practices in any form, especially those limiting opportunities for public bidding in the construction industry, contrary to the public interest and should be subject to appropriate legal controls.
8. The special boycott privilege (hot cargo) given construction unions in Section 8 (e) of the National Labor-Management Relations Act is unnecessary and unfair and creates a monopoly through restraint of trade and competition. It should be repealed.
9. The Association is strongly opposed to discrimination based on race, sex, age, color, creed, national origin. We believe the doors should be held open for minority groups for the opportunity of learning skills. We believe that all equal opportunity laws should be fairly administered, with full rights of appeal with the emphasis on educational rather than punitive enforcement.
10. Any agreements that require make-work practices on job sites are continuous drags on productivity in the construction industry. Such restrictions should be either defined under the National Labor-Management Relations Act to prohibit such practices.

Government Regulation of Wage Rates

Government fixing of wage rates is as repugnant to the free enterprise system as price fixing.

- A. Efforts should be made to modify current provisions of the national wage hour law to provide special opportunities

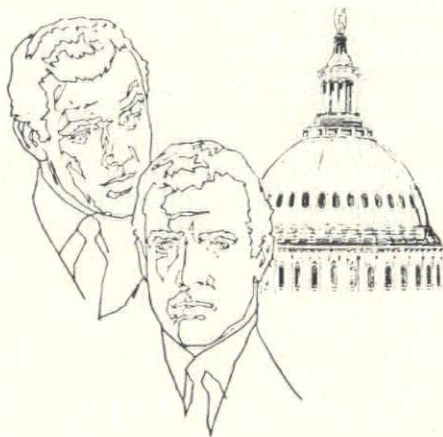
handicapped persons and youths who are now strongly discriminated against in job opportunities because of its provisions.

- B. The Davis-Bacon Act, which empowers the Secretary of Labor to determine wage rates to be paid on federal and federally aided and insured projects, should be repealed. It has outlived its usefulness, greatly increased unnecessarily the cost of public works, and resulted in unemployment, low productivity, and discrimination against minorities.
- C. So-called little Davis-Bacon Acts in the various states and municipalities should likewise be repealed for the benefit of the taxpayers at large.
- D. The so-called Eight-Hour-Law requiring time and a half after eight hours in any one day on federal government and in many state government contracts should be amended to permit the working of overtime after eight hours so long as 40 hours are not exceeded in any work week.

Working Conditions

- 1. *Safety*—Occupational health is highly important to employers, employees, and the general public. Because most job site accidents are caused by human error, it is imperative that the accent in the field of safety be upon education as well as upon physical conditions. The Associated Builders and Contractors would eliminate onerous reporting provisions as well as unnecessary punitive aspects of enforcement of the Occupational Safety and Health Act. Special attention should be given to "due process of law" for violations and caution should be exercised to discourage frivolous charges or disruptive tactics against employers. Moreover, employee responsibilities under the Act should be clear and provide appropriate penalties.
- 2. *Unemployment Compensation*—Adequate provisions should be made for unemployment compensation for persons out of work through no fault of their own, with continuation as economic conditions require. The provisions for experience ratings in state unemployment acts should be continued. We favor exclusion of those workers who refuse reasonable employment and also the tightening of eligibility requirements by the states. We oppose the federalization of unemployment compensation.
- 3. *Worker's Compensation*—Adequate provisions should be made through Worker's Compensation for injury and work-related illness and family compensation in case of death. We support efforts to rehabilitate injured workers that they may return to gainful employment as well as retraining for those who are not able to return to their previous jobs because of physical handicaps. Because of the difference in economic conditions in various parts of the nation, these provisions should remain within the purview of the states.

- 4. *Apprenticeship*—Formal apprenticeship has provided the seedbed for future skilled craftsmen, foremen, and superintendents and should be continued for the benefit of the apprentice and without discrimination on any score. The federal and state governments, however, also should recognize the necessity of far-reaching reform of current training methods, opening the opportunity for the introduction of skill training, which will provide many more jobs for individuals who do not have the capacity or do not care to take the formal apprenticeship training route.
- 5. *Health Insurance*—Health and well-being of the employees and their families of the construction industry are a constant concern of the members of the Associated Builders and Contractors. Any national health insurance legislation should be a floor for benefits and not affect private plans, such as the ABC Security Plan and



others, which already are considered superior to proposed government standards. A uniformity that would result in lower standards of health and welfare programs is definitely opposed.

- 6. *Retirement Plans*—Members of the Associated Builders and Contractors favor the principle of pensions for employees in addition to the provisions of Social Security. We oppose unnecessary restrictive regulations of pension programs especially certain burdensome requirements of reporting to the federal government under the Federal Pension Act.

Construction-Related Policies of Government

There are many government policies in activities affecting the construction industry which impinge likewise upon many other segments of the business community. The Association recognizes the need for government guidelines in modern economies, with regard to such matters as tax policies, providing for capital funds to assure adequate replacement of production

facilities, controls of the money supply in international trade policies and truly interstate problems that cannot be dealt with on a state or local basis.

ABC believes strongly that government policies affecting construction should provide a steadying influence on the industry and not be used as a stop gap for expansion and contraction of the economy.

The following areas of government concern are of special interest to the Association.

- 1. *Environmental Control*—It is imperative that reasonable environmental controls affecting air and water pollution and the desirable conservation of national resources be exercised with due need to the welfare of the people, to the maintenance of necessary productivity, and to the adaptation to change, which are important to the people in the nation as a whole. At the same time, legal procedures should be fashioned to discourage frivolous suits and actions brought by those who would use the cause of environmental protection to further irrelevant and unsound objectives.
- 2. *Building Codes* are of great importance to the construction industry and the ABC supports efforts to upgrade codes and standards throughout the United States with due regard to removing restrictions on new materials and construction techniques through the use of performance criteria.
- 3. *Wage Price Controls*—The Association is opposed to wage and price controls except in national emergencies as disruptive to a free market economy, distorting the price structure of construction materials and opening the door to inequities in wage controls that have been previously experienced whenever wage and price controls were in effect.
- 4. *Government Competition*—Government should never enter into competition with private industry except in case of emergency. The history of the construction industry has shown that government has benefited substantially through the system of open public competitive bidding. Direct government construction with their own employees has been shown to be economically wasteful and should be disallowed.
- 5. *Land Use*—As our nation develops, land use becomes an important consideration for everyone. Land use policies and programs should be the interrelated concern of federal, state and local governments. However, efforts by the federal government to control land use resulting in the denial of the essential right to private property is opposed.
- 6. *Social Security*—The Social Security Program is an important bulwark for the welfare of the American people. Its administration should be fiscally sound without the use of general revenue funds and its benefits kept in proportion with

the financial resources of the nation. We oppose the inclusion of programs not related to the original intent of the Social Security Act.

7. *Public Assistance*—Appropriate methods for aiding the jobless should take into account such factors as work potential, desirability and need. Special emphasis upon training and permanent and productive job opportunities as well as a proper enforcement of eligibility requirements is paramount. ABC is opposed to those programs (such as food stamps to strikers) which grant public assistance to workers who are voluntarily unemployed.
8. *Energy*—Conservation of energy and development of new energy resources are paramount concerns of the nation today. The Association favors improved conservation measures, with due regard to revision of building requirements, provision of sufficient supplies of fuels necessary to construction, and attention to the impact of energy price increases upon construction which would create extraordinary inflationary pressures.
9. *Anti-Trust Laws*—Enforcement of the Anti-Trust Laws is essential to the functions of the free market economy. Current laws permit unions to engage in monopolistic practices that are forbidden to business.

10. *Metric System*—Any introduction of the metric system into the United States should be gradual and planned to avoid rapid increase in nonproductive costs.
11. *Federal Encroachment*—Intrusion of the Federal Government upon States Rights under various pretexts has come full circle and deserves the closest scrutiny of any extension of the Federal Government. Recent experience has shown that mere size and complexity of the Federal Government in many areas has become counter-productive to the improvement of the economy and the welfare of the nation. The return of many operations to the states with adequate provisions for their financing should be encouraged.

12. *Civil Rights*—The right to work at common calling has been recognized a constitutional right by the U.S. Supreme Court, but the Congress has not given due regard to this right under labor and other important areas. Reaffirmation of this right legislatively, administratively and in the courts should be forwarded.
13. *Regulatory Agencies*—The Association is concerned with the great proliferation of administrative and regulatory agencies and the constant growth of rules and regulations. The growth of government should be under constant review and kept to a necessary minimum.



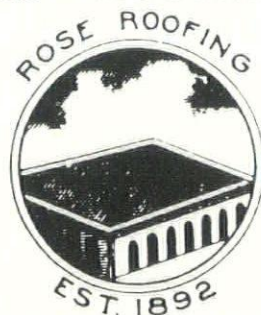
LEGISLATIVE POLICY

Approved by the
ABC National Board of Directors
May 23, 1975

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THE WAY WE WERE...

23 years of ABC

Who We Are! ABC, the Associated Builders and Contractors, Inc., is a national association that unites construction contractors of all trades who believe in "free enterprise" in the construction industry. It is the only industry-wide national trade association speaking for the MERIT SHOP, a term developed by ABC, whose strength is founded on the premise that contractors want to achieve through the results of their own efforts.

What We Believe! ABC believes in "free enterprise." Its members believe in a MERIT SHOP climate where any firm may work with any other firm, either union or non-union, and where every employee has the right to work and achieve according to his own ability, energy and ambition.

ABC believes every contractor has the right to manage his company without coercion, intimidation, featherbedding, secondary boycotts, work restrictions or other artificially contrived interference by either private or governmental sources.

Whatever our temporary gains, or losses, one fact stands out "loud and clear and that is that the average construction user or buyer has recognized the failing or unnecessary harshness of organized labor which will be no longer tolerated. In its place the opportunities and advantages of building "Merit Shop" (open shop) will be used instead. Our progress in the past quarter-century is the best proof — and leaves no doubt about the future gains to be made by the Merit Shop, and associated with them.

1974 — Four unfair labor practices suits, resulting from ABC's complaint against 17 AFL-CIO international building and construction trade unions, are issued by the National Labor Relations Board. Seven union construction workers are convicted on felony charges stemming from the 1972 attack on the Altemose Construction Co. ABC moves for the suspension of the Davis-Bacon Act as inflation skyrockets in the industry. ABC, represented by its top executive officers, attend President Ford's economic summit conference in Washington, D.C. ABC Safety Manual is published. National Headquarters adds Legal Action department and Fringe Benefit department. Membership tops 8,000. New MERIT SHOP chapters and chapters-in-information are developed in Alabama, Arkansas, Nebraska, Missouri, Illinois, Indiana, Texas, Ohio, Oregon, California, Pennsylvania and Colorado. Job site violence lessens but does not disappear, and observers view the decline as a result of ABC's violence suit. ABC converts to new computer system and direct claim procedure for the Security Plan. Portable Retirement Plan with immediate vesting is implemented. Merit Shop Employment Agency is established as a pilot program in Tampa, Fla. The first Project PACE (continuing education) program is begun in community colleges. ABC wins apprenticeship court battle in Houston, Texas, where sheetmetal unions attempted to invalidate MERIT SHOP training program. Building trades unions leaders continue to plea with their rank-and-file to be more productive to compete with MERIT SHOP contractors. Union mergers are hinted as a result of ABC progress across the country. ABC President Mike Callas is featured in the Engineering News-Record magazine and President-Elect Phil Abrams is featured in "Building Design and Construction." Job site security manual is published. ABC meets with White House economic advisers on the state of the industry. ABC vigorously opposes extension of wage-price controls, which were allowed to expire. "I Choose To Build", a movie based on the ABC philosophy, is made available to chapters. ABC President Mike Callas is appointed to the Nonunion Construction Advisory Committee.

1973 — ABC files with the National Labor Relations Board a massive unfair labor practice suit against 17 AFL-CIO international building and construction trades unions and their locals. Opposition is voiced by AFL-CIO to the U.S. Supreme Court's ruling on the Hobbs Act, which precludes federal intervention in labor disputes. ABC endorses Congressman John Anderson's amendment to the Hobbs Act. ABC National Headquarters is moved to Baltimore-Washington International Airport and enlarged to include departments of public relations, safety and apprenticeship. Stories on the MERIT SHOP appear in Business Week, National Business, U.S. News and World Report, Reader's Digest, Building Design and Construction, Engineering News-Record, The New York Times and The Washington Post. Reader's Digest runs a series of articles exposing union violence throughout the nation. Project PACE — Proficiency and Advancement through Construction Education — is born. The Merit Shop Defense Fund is established to aid in financing legal battles against union lawlessness. "The Contractor" is first published. ABC battles antitrust suit against the Philadelphia Building and Construction Trades Council. The Merit Shop Foundation is formed.

1972 — Membership tops 5,000. Vicksburg, Mississippi, Kentucky, Southwest Pennsylvania, South Texas, Detroit, Central Michigan, Northern Michigan and Northern New Jersey Chapters are established. Department of Labor provides ABC with first association-wide 40-hour OSHA for constructors' training program. National Apprenticeship-Safety Seminar held. Over 2,600 apprentices enrolled in MERIT SHOP training program. ABC "Guide to Construction Safety" is published. National Management Education Program started. ABC insurance premium exceeds \$5,000. ABC Guide to Apprenticeship Training published. ABC on National Advisory Committee of VICA. National building trades' leaders plea with local memberships to increase productivity to combat ABC's growth of the MERIT SHOP movement.

1971 — Empire State, Tennessee, Georgia and South Louisiana Chapters established. National ABC

If we were to seek a better insight into the legal confrontation that evolved between the ABC (Contractors) and certain organized labor activities we could do no better than to go to the May 1975 issue of the ABC Magazine, *The Contractor*, and the article, "The Defense Seldom Rests" by A. Samuel Cook, ABC General Counsel, in which a quite comprehensive overview is presented.



THE DEFENSE SELDOM RESTS

by
A. SAMUEL COOK
ABC General Counsel*

Readers of *The Contractor* are well acquainted with a major problem faced by the merit shop contractor — trade union violence. A recent issue of *The Contractor* reported the successful termination of the first phase of ABC's national lawsuit brought before the National Labor Relations Board (NLRB) on behalf of merit shop contractors.

With the aid of ABC, contractors doing business in the state of Michigan are able to secure a settlement agreement (enforceable by the U. S. Circuit Court of Appeals) from six building trades unions under which the unions agreed not to engage in violence or threats of violence against the employees of **any employer**.

Significantly, one of the unions which signed the settlement agreement was the Michigan State Building and Construction Trades Council. In Michigan, this is the highest organizational level of AFL-CIO construction unions, and all local building trades unions throughout Michigan are members of this State Council. Under the terms of the settlement agreement, five specified

officers and employees of this State Council, including its chief administrative officer, also agreed that they, as individuals, would refrain from engaging in violence and coercion. Any violation of this agreement will be punishable by contempt of court proceedings.

This settlement agreement is significant for a number of reasons. First, it gives to **all** Michigan contractors protection against the inexcusable violence which had plagued open shop contractors in Michigan for years. Second, it establishes a precedent that the NLRB can, indeed, provide an effective remedy for the contractor against job site violence. But most important, it shows what an individual contractor can accomplish if he is willing to persevere.

The hard work and emotional strain — even fear — that went into putting this case together cannot be adequately summarized in this column. Suffice to say that the individual contractors involved and their employees endured physical assaults as well as threats to their families. Some were literally besieged by masses of union pickets for days and even weeks. All witnessed extensive property damage to their job sites.

On several occasions, the pressure was so severe that concession to the unions — the easy, short term answer

— was appealing, maybe even tantalizing to these individuals. Yet, they persevered, not only in their conviction not to yield but in their conviction to do what was necessary to prevail. Thus, at a time when many might have capitulated, these courageous men were at the scene recording eyewitness events, taking photographs detailing the violence, risking personal injury and doing all those things which are necessary to prove a case at trial.

Even when the violence finally subsided, these contractors donated enormous amounts of their time and the use of their facilities to the elaborate and time consuming process of trial preparation. (We estimated a 30 to 40-day trial). In the end, their perseverance and dedication triumphed — a personal victory for them and a general victory for ABC merit shop contractors throughout our nation.

We believe it is significant that on January 30, 1975, Peter Nash, the General Counsel of the NLRB, issued a memorandum to all his Regional Directors throughout the United States instructing them to seek immediate **injunctive** relief from the federal courts in violence situations similar to the Michigan case, even though this had not previously been an NLRB policy. As the philosopher Plutarch said, "*Perseverance is more prevailing than violence.*"

The author wishes to acknowledge the assistance of his associate, N. Peter Lareau, Esq., in the preparation of this article and the trial of the case.

partmentalized. National ABC Public Relations Program started. Membership reaches 3,759. ABC recognized in TIME magazine and Reader's Digest for efforts in promoting MERIT SHOP. Davis-Bacon Act temporarily suspended. ABC successful in having Davis-Bacon repealer introduced into Congress. Efforts started in ABC chapter areas to fight inaccurate prevailing wage determinations. Canadian contractors show interest in MERIT SHOP movement. ABC National Apprenticeship Standards approved by the Department of Labor.

1970 — First National ABC Apprenticeship Seminar held. ABC successful in having regulations governing open shop apprenticeship programs revised. Sheet Metal Workers' union files suit against ABC and the Department of Labor for open shop apprenticeship efforts. National attention focused on ABC in such publications as ENR and FORTUNE, as union construction volume decreases and open shop volume increases. OSHA becomes law. ABC testifies on Bill S.3671, favoring the moving of unfair labor practice from NLRB jurisdiction to the federal courts.

1969 — First Annual Legislative Conference in Washington, D.C. is held. Membership count hits 3,080. Central Ohio, Florida Gulf Coast and Texas Chapters are established. Public education program started on 8(e). ABC Washington Legislative Office is established. ABC records computerized. "Security Plus" insurance plan is established.

1968 — Florida Gold Coast, Louisiana and Yankee Chapters are established. AFL-CIO Building Trades Council's convention declares war on ABC and MERIT SHOP contractors. Annual Security Plan insurance premium tops \$1,000,000. Unions protest showing of ABC's apprenticeship training film in school systems . . . protest ignored. ABC initiates political education program.

1967 — Beam Club is started. Lehigh Valley, Western Michigan and Northern Virginia Chapters are established. State organizations in Pennsylvania and Maryland are established. Membership hits 2,010. ABC again fights Common Situs Picketing Bill which was reintroduced into both the House and Senate.

1966 — New Jersey Chapter is established. Biggest educational campaign in ABC history is underway to fight H.R.10027, The Common Situs Picketing Bill which would legalize secondary boycotts. As a result of ABC's effort, combined with 20 other trade associations, the bill is removed from the House calendar. First ABC Fact File issued. Ten Thousand Dollar Accidental Death and Disability policy added to ABC insurance program. ABC's association-wide pension program is begun.

1965 — ABC fights to retain Section 14(b) of the Taft-Hartley Act, allowing states to choose whether or not they want right-to-work laws. Member-At-Large status becomes official. First ABC apprentices graduated in plumbing and electrical trades. ABC's insurance program expands to three plans. ABC Hardhat Campaign initiated to promote safety. ABC adopts Code of Ethics. First ABC Leadership Conference is held.

1964 — Central Pennsylvania Chapter is established. Western Maryland Chapter formally becomes Cumberland Valley Chapter. National ABC and chapters combine efforts to develop a progressive construction safety program. Labor relations services offered to all ABC member firms, including consultation with ABC's national labor counsel.

1963 — ABC's apprenticeship program in the Baltimore area has one of the lowest drop-out rates of all programs in the nation.

1962 — Formal management education meetings are held. Over 200 apprentices are enrolled in apprenticeship training programs in three chapter areas. Baltimore Metropolitan Chapter is established. Membership tops 1,000. ABC testifies before Congressional committees in opposition to the "unfair administration of the Davis-Bacon Act" and against measures legalizing common situs picketing privileges.

1961 — Membership reaches 925. Apprenticeship training course for electricians is established. Delaware Valley Chapter is formed. Western Maryland Chapter is established. First Annual Management Conference held.

1960 — ABC opposes Kennedy-Thompson bills which would make second-

ary boycotts in construction legal. Efforts begun toward apprenticeship training with the start of the first plumbing course in Baltimore.

1959 — Membership reaches 670. Keystone Chapter is established. Selby-Battersby Case won in U.S. Supreme Court.

1958 — Anne Arundel-Southern Maryland Chapter is formed. Metropolitan Washington Chapter is established. First Annual ABC Convention held. ABC realizes victory in Selby-Battersby case (longest secondary boycott case in history) in U.S. Court of Appeals . . . restricted Building Trades Council and its unions from conducting secondary boycotts against several ABC member firms.

1957 — Eastern Shore Chapter is chartered. University of Maryland contracts to MERIT SHOP contractor for first time. ABC requests investigation by special Congressional labor committee of construction labor racketeering. ABC attacks prevailing wage laws.

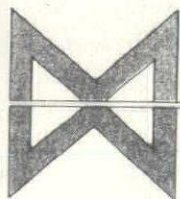
1956 — ABC offers first group insurance plan to members.

1955 — Stover Steel Case, in which ABC fights to win secondary boycott action in the U.S. Court of Appeals . . . established a new legal principle in the administration of the Taft-Hartley Act regarding picketing of construction sites.

1954 — National Building and Construction Trades Union leaders publicly express concern over growth of ABC and declare war on open shop contractors. Baltimore termed "blackest spot in the nation" for union contractors. ABC membership hits 500.

1953 — Membership climbs to 365 firms throughout Maryland, Pennsylvania, Delaware and Washington, D.C. First issue of THE CONTRACTOR magazine is published.

1952 — Executive Vice-President hired. Membership grows from 52 to 210 members.



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IN RETROSPECT

IN RETROSPECT the Virginia Chapter grew because the climate was right. From its very humble beginnings as a splinter organization (separating from the Metropolitan Washington Chapter in late 1967) the Virginia membership had no choice but to stand on its own feet, and to decide its own destiny.

The early years 1968-69 were understandably modest—it was a time of convincing others to join in the Merit Shop Movement. Strength in numbers was of course important but emphasis was put on the quality of members signed up. Establishment of a professional staff followed after some earlier management attempts proved somewhat less than satisfactory.

The Chapter, from 1970-1975, thru its various Boards, Committees, and Executive Director, has made constant progress. ABC is now recognized as a responsible and reliable association of professional contractors dealing from a position of strength. Its opinions are sought by members of the Virginia General Assembly; neighboring Boards of County Supervisors, and indeed, from time to time by various Federal agencies as well. Our aim has been to get involved where we could—to give whatever assistance to government we could — and when possible in advance, rather than in reaction. We have consistently worked for an improvement of conditions which exist between open-shop and union-shop. We have opposed the heavy hand of anyone who has attempted to control our right to manage; or to restrict our freedom of choice; or to demand tribute as a requirement for job site harmony.

On the programmatic scene we have been very selective of our speakers, engaging only those who were pre-eminent in their field. Political leaders, including Virginia's Governor, U.S. Senators, Representatives in Congress (from Virginia and other States as well), key members of the General Assembly, and numerous county supervisors, have kept us informed on national-

international, state, and county matters of importance. The exchange of information was never on a one-way basis, and we have all benefited.

On the business-technical side of things we have presented Management Seminars for Owners-Contractors-Superintendents/Foremen with but one thought in mind — *professionalize*-and/or to up-date these human computers. The results have always been gratifying. Labor Seminars on the problems of the National Labor Relations Act, Davis-Bacon, Taft-Hartley, and so on, will continue to be offered from time to time, or when special circumstances warrant. Our OSHA Safety Courses, and First Aid Training, have probably had the greatest participation — and once again we are gratified by results.

The Chapter's training program does not stop with just our members — where we could, we have opened the door to our fellow contractors, whether A.G.C., Alexandria Contractors Association, Heavy Construction Contractors Association, N.V.B.A. and the Home Builders. We have indeed created a very easy and productive working relationship between the associations . . . and we have all benefited.

On the "outside" we have contacted

significant national corporations in the attempt to convince them that Merit Shop/Open Shop is the prudent course to follow. And it is our intention to continue such contacts. We are at the same time encouraging owners to package their contracts in dollar sizes that will permit local contractors to bid or negotiate jobs that would otherwise be out of their reach. This method assures that the "smaller fellow" isn't squeezed out. It also provides much needed employment for the "local workers" rather than to various out-of-state transient combines.

On the social side we try to arrange for at least three "Ladies Night" of our general meetings. Annually we have our "Night at the Races" to the great satisfaction of all (most importantly the track owners.) Our annual Golfing event involves over one hundred graders and excavators who become roofers, electricians, generals, and so on, the following day. And, of course, we satisfy IRS requirements at our Mini-Conventions, and at our National Conventions (San Juan, Montreal, San Francisco....). We get stuffed to the ear with technology, legislation, and management techniques — and then the more stalwart use the remaining few hours for other pursuits.

In short we've come a long way and we've done a great deal of good in our daily activities. We're here to stay — to grow — to prosper — to help those who need our experience — to make Virginia a better place for our being here.

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EMPLOYEES RETIREMENT INCOME SECURITY ACT OF 1974

by
LOUIS J. ZONE

The newly enacted Employees Retirement Income Security Act of 1974 will have a profound effect on the establishment and operation of tax-qualified pension and profit-sharing plans and other employees welfare plans. The "Pension Reform Bill" establishes many new and complicated rules for all to follow; but the two items which contain the most potential source of problems are "Reporting and Disclosure" and "Fiduciary Responsibilities." The following comments on these two subjects are intended as a basic highlight of these two areas and are not meant to be a complete discussion of all the problems under these topics.

Reporting and Disclosure

In a recent article of Pension World (February 1975) by William E. Reimer, Jr. a very appropriate quote addresses the problem of disclosure:

"Let my people go" —

"Let thy people know" —

the command of God delivered by Moses to the Egyptian Pharaoh.

The pension Reform Act of 1974 which was delivered by Congress and President Gerald Ford to all U.S. Corporate Employers.

Many of today's employers probably don't like the new commandment any more than the Pharaoh liked the edict delivered by Moses. However, the new commandment **is** the law of the land and employers might just as well get on with the task of complying with its provisions. Under the "Pension Reform Bill," the following reporting and disclosures must be accomplished:

Reporting to Secretary of Labor

1. Plan Description
2. Summary Plan Description
3. Updated Plan Description
4. Change in Information required in Plan Description
5. Annual Financial Report
6. Terminal Report upon termination of Plan

Reporting to Internal Revenue Service

1. Annual Registration Statement
2. Annual Notification of Change in Status
3. Actuarial Report for Defined Benefit Pension Plan
4. IRS Annual reporting forms 4848, 4849 & 990-P
5. IRS returns for distribution to plan participants
6. Miscellaneous IRS forms

Disclosure to Plan Participants

1. Summary of Plan Description
2. Updated Plan Description
3. Summary of Annual Financial Report
4. Summary Description of Plan Modifications and Information Changes
5. Annual Registration Statement
6. Statements to terminating participants
7. Employee Benefit Statements annually
8. Explanation of Joint and Survivor Annuity
9. Statements requested by Participants
10. Claim Decision Notices
11. Statement of Rights

Louis J. Zone is President of Louis J. Zone and Company, Inc., 1106 Hillcrest Drive, Vienna, Virginia 22180.

The firm specifies in the sale and administration of pension and profit-sharing plans and Mr. Zone is a member of the Board of Directors of the Northern Virginia Chapter of the Associated Builders and Contractors, Inc. (Trade Association).

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All reporting requirements to the Labor Department and to Plan Participants and the first three requirements for Reporting to the Internal Revenue Service are the sole duty and responsibility of the "Plan Administrator." A Plan Administrator is defined under the new law as the *employer unless* some other individual or firm is so named in the pension and profit-sharing plan document and must discharge his duties solely in the interest of the plan participants and their beneficiaries and act exclusively for the purpose of providing them with benefits and defraying the reasonable expenses of the plan. Also, the new law "has teeth" by imposing fines and penalties for non-compliance.

In closing on this subject of reporting and disclosure, please note that the provisions apply (with some exceptions) equally to all forms of fringe benefit programs and are not limited to pension and profit-sharing plans. You should *immediately* contact your accountant and/or attorney to inquire into more specifics regarding these problems and your particular circumstances.

Fiduciary Responsibilities

As if the problems of "Reporting and Disclosure" were not enough, for those individuals who act as trustees of pension and/or profit-sharing plans the problems get greater! For the first time, a law now defines the rights and wrongs of fiduciary conduct. The new "Pension Reform Law" also voids the exculpatory provisions generally contained in plan documents to protect Trustees from action taken in good faith but which resulted in a loss. The general standard that controlled trustees' conduct in the past was the so-called "prudent man" rule. The new law codifies and extends this prudent man rule by requiring that a trustee "act with care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims" [ERISA Sec. 404 (a) (1) (b)]. If that definition from the new law does not make you reconsider your role as a plan trustee then the following surely will! Under the new law, all plan



LOUIS J. ZONE

trustees are *personally liable* for "imprudent" investment of plan funds or for any losses resulting from a breach of trustee responsibilities or for engaging in any prohibited transaction.

Under the new law, all kinds of Trustees decisions can now be

challenged as imprudent. Trustees can conceivably be sued on the basis of alleged imprudence in investment or non-investment of the plan's money. They may also be sued for making payments to persons not entitled to benefits; for making payments in incorrect amounts; for negligent behavior in failing to collect contributions from employers and for a variety of other allegedly imprudent acts. At the same time, the new law makes federal courts completely accessible to plan participants and their beneficiaries and provides that the Secretary of Labor can act on their behalf. And because there is no real body of law that has defined what is prudent in the management of a pension or profit-sharing plan, it would seem to leave the individual Trustee extremely vulnerable. If you still wish to continue as a trustee of a pension or profit-sharing plan — you have my sympathy; however, you should immediately contact your attorney to review these problems followed by a visit to your insurance broker to purchase "Fiduciary Liability Insurance" to cover your potential personal liability under the new law.

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MCNV FILLS VOID

IN THE SPRING of 1972 when the building boom was under way, the Construction Industry experienced a serious problem. The need for true craftsmen or journeymen in all of the construction trades was intense while the number of qualified journeymen for every trade was insufficient to meet the demand. Consequently, the semi-skilled and marginally skilled were being paid journeyman wages for producing less than journeymen's work. To further intensify the problem for many employers, there was no organized system by which to train employees to become true craftsmen.

United Masonry, Inc. in Alexandria, Virginia, decided to take positive action to begin correcting this unacceptable condition. Mr. A. J. Honeycutt, Jr., President, directed his staff to contact a local representative of the Virginia Apprenticeship Council (VAC) and determine what measures could be taken through the assistance of that agency.

The response was immediate. The Apprenticeship Representative talked with Mr. Honeycutt and his Vice Presidents, Jim McDaniel and Joe Bell. He explained that any qualifying State

licensed organization (business) could have its own apprentice training program if a trade (craft) is required to provide the product or service, the manual skills and processes of which require two or more years to learn. It was also pointed out that the Representative would, at the request of and at no expense to the employer, help design an apprentice training program and have it registered with the VAC through the Virginia Department of Labor and Industry and that when registered the program would be officially recognized throughout the United States Department of Labor. Also, that the State Department of Education is required to provide classroom instruction (theory related to the trade) during non-duty hours for every apprentice registered to train under that program, at no expense to the employer.

Further, after the program is adopted and the employer selects employees to be trained under his program, the Representative will prepare a written training agreement, and after it is signed by both, have it registered with the VAC. (Once this agreement is registered, any apprentice who is a

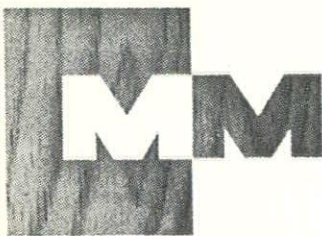
military veteran can receive his tax free VA benefits in addition to his normal wages, while training.) Finally, after an apprentice successfully completes the training (in the classroom and on the job) the VAC would present the person a nationally recognized certificate as journeyman and the employer would have another fully qualified craftsman.

United Masonry, Inc. adopted an apprenticeship training program and selected approximately thirty employees to train under that program. After seeing the rapid progress these apprentices began to make, United Masonry spread the word to other employers in the industry and encouraged them to set up their own programs.

With the cooperation of the VAC Representative, these employers formed an association called the Masonry Contractors of Northern Virginia (MCNV). The MCNV elected its own officers and organized its own Apprenticeship Committee which was designed to promote and improve apprentice training within the MCNV. The officers elected were A. J. Honeycutt, Jr., President; H. L. (Lou) Wiechmann, Vice President; and Clarence Burleson, Secretary-Treasurer. The VAC Representative Franklin T. Garrett, and the Related Instruction Coordinator, A. Ricciardi were requested to be advisors to the Committee.

The Committee made significant contributions to the MCNV training efforts. Among these were the improvement of related (classroom) instruction and the inclusion therein of the OSHA approved Safety and First Aid Courses through which the apprentices become certified. Additionally, the Committee helped many apprentices and employers resolve training related problems. It selected and sponsored apprentices to attend the statewide apprenticeship conference in May 1974.

Recently the MCNV hosted the area's first Merit Shop Bricklayer Apprentice Completion Ceremony in which twelve young men received their nationally recognized certificates of completion thus attaining journeyman bricklayer status.



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Bricklayer Apprentice Completion Ceremony

THE MASONRY Contractors of Northern Virginia recently conducted the area's first Merit Shop Bricklayer Apprentice Completion Ceremony. Nationally recognized certificates were awarded to twelve young men who have completed the three year apprenticeship training program.

Those accepting certificates and attaining journeyman bricklayer status were: Owen C. Botkin, Fairfax, Va.; Joseph A. Hilliard, Stanley, Va.; Richard M. Hoffman, Jr., Alexandria, Va.; Dennis M. Jewett, Lorton, Va.; Gary Johnson, Alexandria, Va.; James L. Kish, Jr., Alexandria, Va.; Norman C. LaCroix, Sanford, Maine; Joseph M. Muncy, Sterling, Va.; Alvin L. Porter, Washington, D. C.; James J. Strzyzewski, Sterling, Va.; James C. Waight, Silver Spring, Md.; Allen Wilburn, Arlington, Virginia.

The Ceremony conducted by the Apprenticeship Committee was dedicated as a memorial to one of the contractors, the late H. L. (Lou) Wiechmann, who had worked for apprenticeship and was the co-founder of the Northern Virginia program.

The Ceremony was attended by contractor sponsors and wives and friends

of the completing apprentices. Special guests were Mrs. H. L. Wiechmann, Mr. Edmund M. Boggs, Commissioner of the Virginia Department of Labor and Industry, Mr. Wallace E. Marshall, Director of Apprenticeship Training, Virginia Department of Labor and Industry, Mr. Franklin T. Garrett, Representative, Virginia Department of Labor and Industry, and instructors Mr. Ken Croushore, Mr. Jack Honeycutt, Mr. Dennis King, and Mr. Kip Waight.

Mr. Douglas Hottle, Chairman of the Apprenticeship Committee, opened the ceremony and introduced Mr. A. J. Honeycutt, Jr., President of Masonry Contractors of Northern Virginia, who made laudatory opening and welcoming remarks and introduced the guests. Mr. Garrett commented on the progress made through the program and about the outstanding contributions of the Committee to the success of the program and the apprentices. These remarks were followed by an address by Mr. Boggs who had high praise for the completing apprentices, their wives, and the MCNV employers whose training programs were cited as among the outstanding in the state.

Following the presentation of certificates to the Virginia Apprenticeship Council Journeyman by Mr. Honeycutt and Mr. Boggs, Mr. Marshall presented certificates of recognition from the VAC to the members of the Apprenticeship Committee: Mr. James Merck of Jones Masonry; Mr. William Moore of General Masonry; Mr. Robert Painter of H. L. Wiechmann, Inc.; and Mr. Ray Wentz. In his closing comments Mr. Marshall challenged the completees to continue studying, learning, and perfecting their skills. He pointed out that both the journeymen as well as the industry will have gained much as a result of this apprenticeship program.

The program is registered with the Virginia Apprenticeship Council and the U. S. Department of Labor. The training is supervised by the Virginia Department of Labor and Industry. Each apprentice must complete two years of related classroom instruction. This instruction is provided by the Virginia Department of Education through the Fairfax County School System in cooperation with the masonry industry working through the local apprentice committee.

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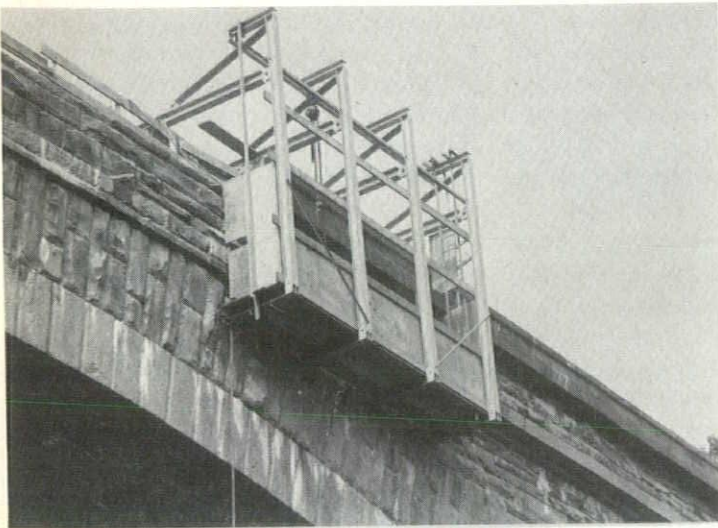
CHANTILLY CONSTRUCTION REMOVAL OF THE LOWER LEDGE

Architect - ROBERT

Photography -

*Narrative by
M. A. Richardson
Vice President Operations
Chantilly Construction Corp.*

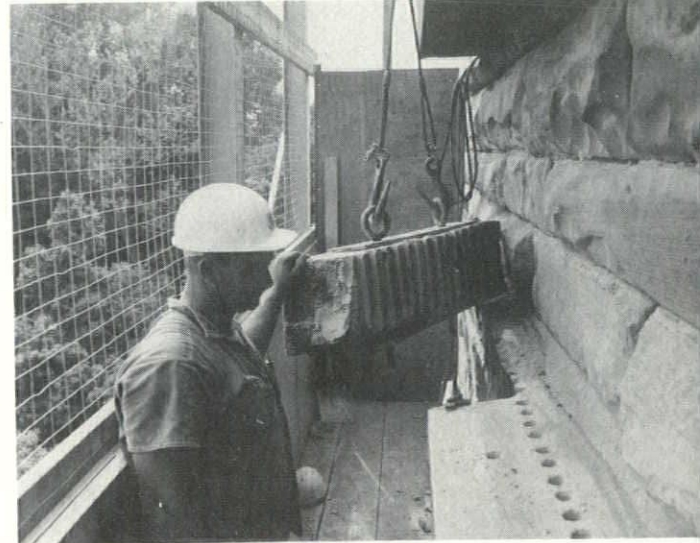
IN JANUARY of this year, a large piece of Seneca Sandstone, possibly fractured by severe weathering, separated from the superstructure of the Cabin John Bridge and after plummeting approximately eighty feet, came to rest beneath on a travelled portion of the George Washington Parkway.



1. Depicts the prefabricated work enclosure in place on the bridge structure, hoist for lifting stone shown in top center.



2. Depicts the stone being removed by workmen for final disposition. (Hoyt Cain foreground — Jay Slocum background)



3. Depicts the stone after being separated by splitting from old coping. Also a good example of the evenly spaced alignment of drilled holes referred to in article. (Workman — Jim Gray)

This obvious hazard to motorists passing under the 104 year old arch prompted the Federal Highway Administration to close the affected section of the Parkway in Maryland.

This situation immediately attracted the direct interest of a number of persons, including the news media, the constituency of one nearby Maryland Congressman, commuters who daily used the route to and from downtown Washington, D. C., the National Historical Society, nearby residents of the Glen Echo-Cabin John area and the U. S. Army Corps of Engineers.

The best explanation offered for the wide cross-section of interested parties is simply this: In addition to housing within its structure a large conduit which carries a good portion of the Capital City's water supply from Great Falls to the inner city, the bridge carries a certain historical significance. Among the more prominent names of those associated with its construction are Presidents Franklin Pierce and Abraham Lincoln and a Secretary of War, at the time, named Jefferson Davis. These names may be found on an inscription located on the West abutment.

After a period of some discussion as to the fiscal responsibility for the repair work deemed necessary, the Corps of Engineers took the "bull by the horns" and issued to a selected bid list, Plans and Specifications for the work to be performed as an immediate measure to facilitate reopening the roadway.

As the foregoing lays out pretty well the background of the project, we might go on to say that a Northern Virginia ABC Firm, Chantilly Construction Corporation, was found to be the low and acceptable bidder and was awarded a thirty day contract in which to complete the job — which stated simply

CORPORATION presents...

NE OF THE CABIN JOHN BRIDGE

Y, COL., C. of E.

THERS, INC.

as to remove a stone coping which projected one foot plus or minus along both sides of the entire span of 220 feet.

This was to be done in such a way, of course, as to allow the appearance to remain in harmony and consistency with the surrounding stone.

During the estimating and bidding process, the expertise of James Steel Fabricators as well as their Consultant Engineer was required to assist in providing what the contractor saw as a clear necessity to provide a safe enclosure platform from which activity could progress on both sides of the bridge simultaneously. A later modification to this piece of equipment would accommodate the lifting of the removed stone (Photos 1, 2 & 3).

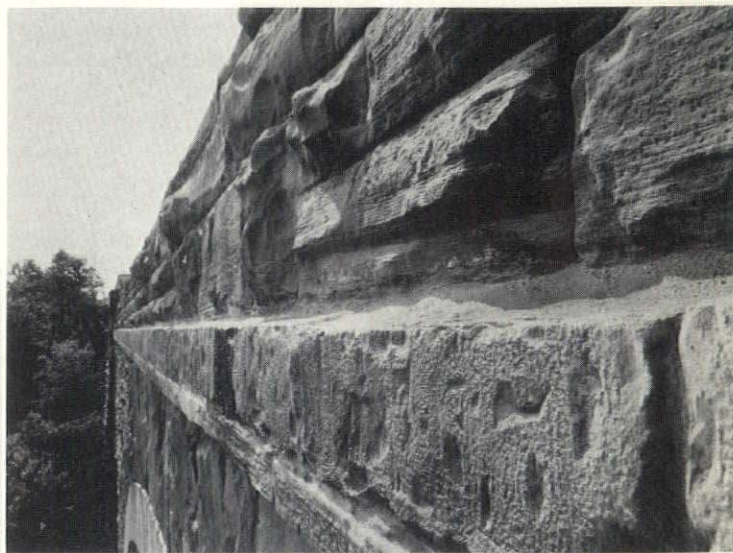
Mr. Noel Poynter, the Project Supervisor selected by the contracting firm, became involved in a "crash boning-up" on various methods of stone cutting, spending some evenings at the nearby county library. While several methods were considered and experimented with, the one chosen allowed very satisfactory results.

This method started by using a prefabricated drilling jig or guide in conjunction with a high speed, low impact air drill to place carefully aligned, evenly spaced holes near the proposed new face of the coping (Photo 3). Large eye bolts were placed in two separate holes centered between the old face and the proposed new face. Then just enough tension was applied to the overhead chain hoist to prevent the large piece of stone (six to eight hundred pounds) from separating from its own weight. Finally, a hydraulic splitter was inserted in a careful sequence into the alignment of holes and as pressure fractured the areas between the drilled holes, the overhead hoist effected the complete transfer of load and subsequently

lifted the stone to the top for final disposition (Photos 2, 3 & 4).

This removal operation was followed by a carefully applied usage of another air tool known as a "scrabbler." Upon completion of this process, the work enclosure device was jacked onto its rolling casters and moved an average of twenty feet every other day, at which time work was complete on both sides of the bridge (Photos 5 & 6).

On June 6, 1975, Final Inspection was conducted by the Corps of Engineers and the work was accepted in its entirety. The end result — living proof that "Merit Shop Builds (or repairs) Best."



6. Depicts view of entire side of completed work.



4. Depicts hoist tension by overhead device and hydraulic splitting taking place. (Workmen — Jim Gray foreground, Slocum background)



5. Depicts scabbling (roughing, chipping to final surface) in process. (Workman — Richard Chipiwalt)

ARLINGTON IRON WORKS, INC.

The Story of Three P's

SOME FEEL in this day and age, the "Profit-Motive" is the incentive which spells out "Business Success." Some feel that without this profit-drive, no business can make it. Arlington Iron Works challenges the thesis and with good cause.

A successful man once said that he worked hard to be the very best in his area of endeavor and monetary success came as a by-product. This is found to be true throughout the business world and even more so in a business organization. Unless the organization has purpose, principles, and works hard to accomplish its purpose and to honor

its principles, it cannot succeed nor can it long exist. Thus, the mere approach to business through the profit-motive is not only a shallow approach, but more important — a sure formula for business failure.

Words are cheap and without action, thus we come to the formula to which

This philosophy made mandatory the sharing of profits which gave rise to the "Employees Profit-Sharing Trust Fund" in 1960. This fund receives and holds for employees in trust, their share of the annual profits. This policy gave rise to our Stability System wherein we have made every effort to eliminate the need for Layoffs and to date have never had the occasion arise. This gives our employees economic security and peace of mind. Arlington Iron Works' success is always measured by its employees' success.

We serve our business community and the business organizations therein. Our efficiency makes for reliability and our fellow businessmen can — and do — rely on our service. We set the pace for purpose, principle, and our finan-

cial statements disclose — Profit.

To our clients, we offer service excellence. We don't sell steel to a client who is requesting an inferior structural member. Not at any price.

We take pride in putting the right steel in the right place on the right job for every client.

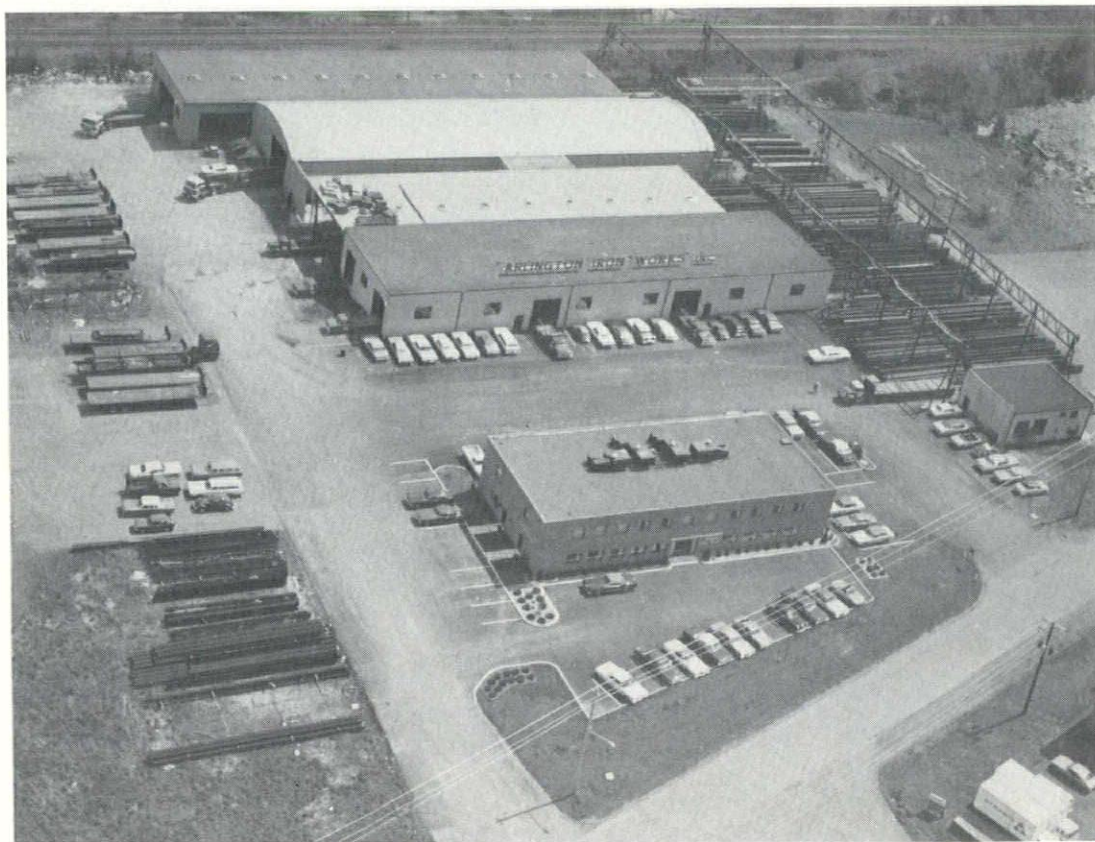
We serve our client with complete engineering services which predetermine his real needs. Not just steel, but — the most inexpensive, the most reliable, and the most functional steel he can buy.

An enormous steel inventory, with our massive fabricating facilities which turn out his steel with dispatch, accuracy, and pre-shipment inspection insure his satisfaction.

Men from our erection department arrive at the clients job fully equipped and trained. With our steel they form the skeleton which will hold the structure erect, whether church, school, high-rise apartment or office building.

By follow-up in Post Productive Care

(Continued on page 45)





Design Engineered by

ELECTRIC SERVICE COMPANY

ONE OF OUR recent design engineered jobs, which proved both interesting and challenging, was the assembly and production for the Cellin Manufacturing Company, Inc. Cellin manufactures cellulosic wood fiber insulation, composed of select grade newsprint and other recycleable wood pullose materials, in combination with special chemicals added to improve its handling and fire resistant characteristics. It is fully approved by the Underwriter's Laboratories, Inc. It is processed in a triple-stage operation to refine and homogenize fiber and chemicals.

There are a total of twenty-six motorized operations. Motors range in size from 200 horsepower down to fractional horsepower. All motors are controlled for sequence operation and with "fail-safe" controls, in the event of malfunction in any of the key operations. "Panic" buttons are provided at various central locations, in case of need for emergency shutdown.

Power is provided at the building at 1600 ampere, 277/480 volt, wye service, with a step-down transformer for 110/208 volt power for general lighting and power.

Lighting is accomplished by the use of 400 watt, "hi-bay", mercury vapor units. Heat is provided by electric unit heaters suspended from the ceiling.

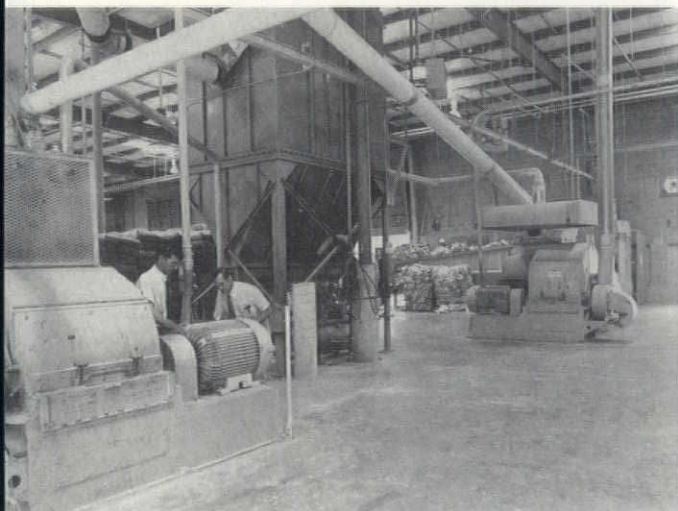
Because of the nature of the raw materials used in produc-



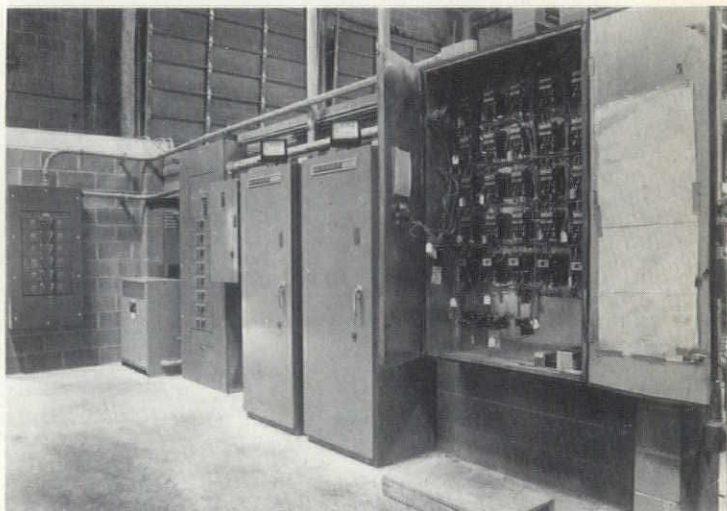
Bagging and shipping conveyor line.

tion, the entire area was classified as a Hazardous Location, Class II, Division 2. Motor starters were remotely located in a dustproof cabinet adjacent to the service equipment. All disconnect switches and controllers are dustproof, and wiring conforms to Class II, Division 2 of the National Electric Code.

After a brief maiden shakedown, the system has been operating flawlessly since production started.



From right to left: recycled (waste paper) raw product and shredder; Mill No. 1 (200 h.p.) with dust collecting hood; dust control and reclamation bin; and Mill No. 2 (200 h.p.)



Shown in this photo are: Motor controllers in cabinet; Two 200 h.p. motor starters; Distribution panel, 480 volt distribution; Dry Type Transformer; Distribution panel, 208 volt distribution.

41 Years of Quality Service

VIRGINIA ROOFING CORPORATION

SINCE THE founding of the Virginia Roofing Corporation in 1934 the philosophy of all of the people involved has been to insure that a quality product is being produced, and, if for any reason this is not initially achieved, corrective action is taken to result in a satisfied customer.

This policy has returned dividends to the extent that Virginia Roofing Corporation is today one of the largest and most respected roofing and sheet metal contractors in the northern Virginia and Metro Washington area.

The company has pioneered in the use of pumps to convey liquid asphalt to

the work area on the roof deck, and was the first in the state to have the capability of receiving liquid asphalt, storing it in liquid form on our premises, and delivering it in liquid form to the point of application. Aside from the obviously increased efficiency thereby achieved, of equal significance is the decreased exposure of our workmen to the hazards of burns, and the decreased exposure of the general public to the billowing smoke and fumes from an open kettle.

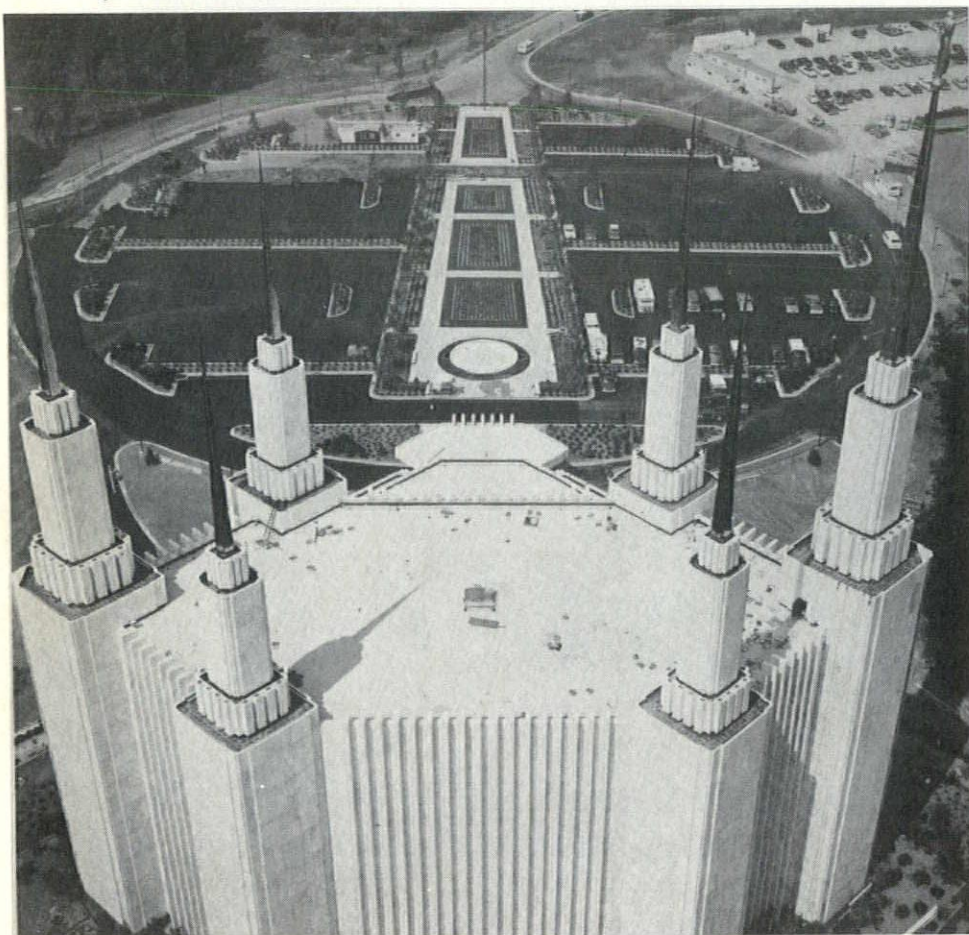
Roofing has always been a "hard labor" type of job, and in an effort to attract more people to our trade we are constantly looking for labor saving alternatives. Some of the things which we have acquired to take some of the "back" out of the job are powered roving buggies in lieu of the wheelbarrows, powered hoists, powered belt conveyors for raising stone and other materials, and "bobcat" loaders to feed stone into the conveyors. All of these things have won the enthusiastic approval of our roofers.

In addition to our roofing operation we are proud of our sheet metal department where we form all of our own roofing metal, and have built a reputation for our expertise with miscellaneous and specialty metal forming. Our capability to shear and form up to 1/4" mill steel makes us one of the more versatile shops in our area.

Late in 1973 we duplicated our Virginia plant and yard in Laurel, Maryland, so that we can more efficiently serve our Maryland customers. We suffer the usual growing pains here, but we are happy to report that it is now a good branch which has added measurably to our roofing capacity.

We are proud of our accomplishments in the roofing industry, and of all of the people who have made it possible.

*Mormon Tabernacle
Washington, D. C.
Photo by Adams Studio, Inc.*





DAVENPORT INSULATION, INC. presents...

PARK CENTER

Architect - BUCHER-MEYERS & ASSOCIATES

Builder - ERKILETIAN CONSTRUCTION CORP.

PARK CENTER, a 41-acre residential and shopping community, recently opened in Alexandria, Va. Located at the junction of I-95 and Route 7, Park Center will eventually be home for approximately 4000 people, and will provide employment for more than 1000.

This community, scheduled for completion in 5 years, will be a "self-contained urban center in a city," providing residents "every amenity for living, working and shopping, just minutes from one of the nation's largest metropolitan areas — Washington, D.C."

Park Center is known, in the language of urban planners, as an "omni-center" — a total community. It will include condominium apartments in high rise buildings, as well as town houses. There will be office towers, an enclosed shopping mall with major retail stores, and a luxury hotel.

Urban Living

The Park Center concept is designed to suit the needs of the growing number of people in the Washington area who

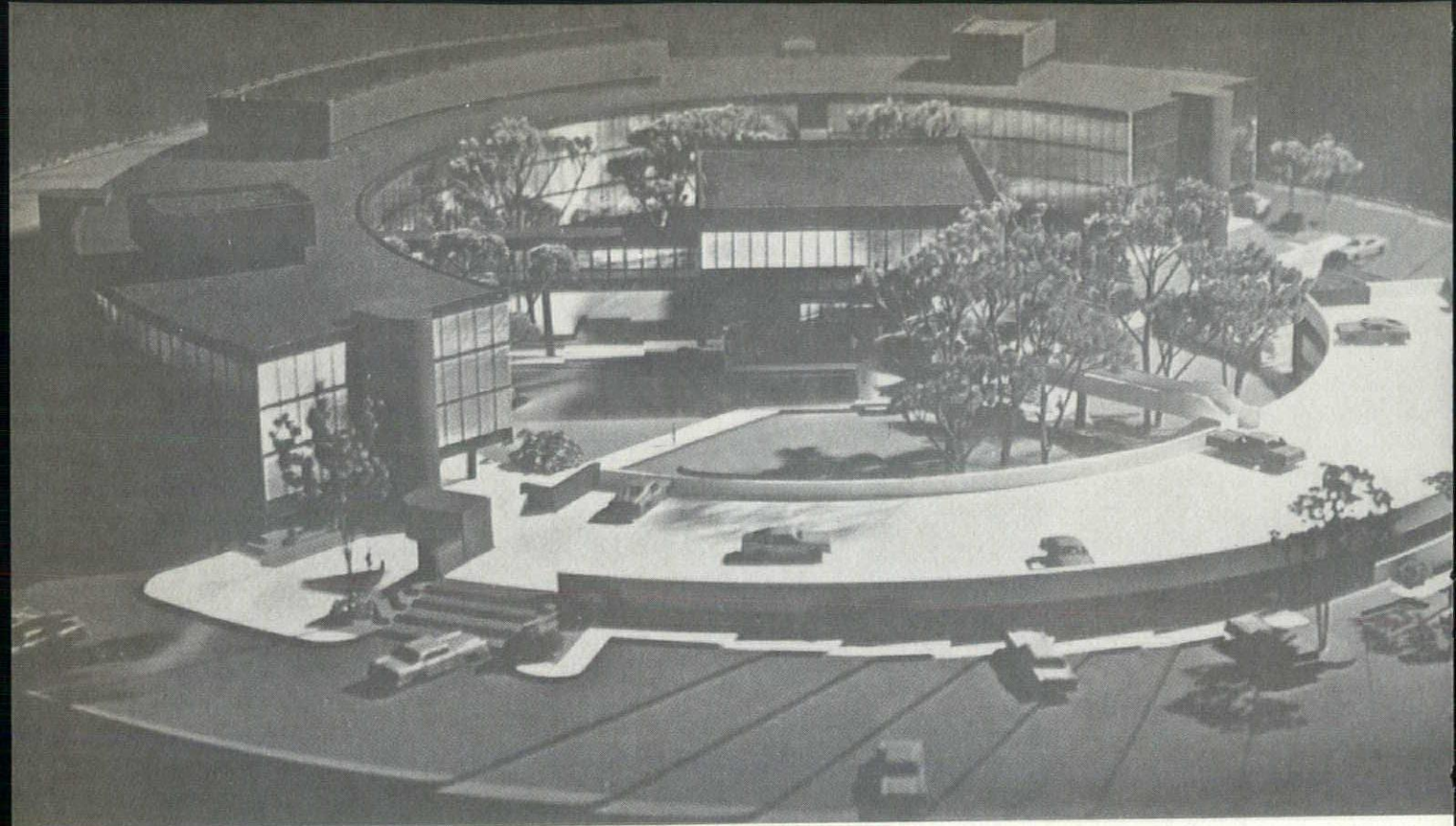
prefer urban living to that of the "bedroom communities," but who have found that the central cities lack the capabilities to absorb more and more people. These people, lured to cities by the classic urban attractions of culture, commerce, and convenience, wish to take advantage of the urban lifestyle in a pleasant, well-planned and landscaped atmosphere.

The uniqueness of Park Center lies in its central location — almost a city within a city. Located on a major bus route and near a planned subway station, this community is within 20 minutes driving time of National Airport, the Pentagon, Crystal City, the Federal Triangle and downtown Washington, and Landmark. The Park Center area (4256 King Street in Alexandria) is served by public and private schools and 76 churches representing 16 denominations. Alexandria-sponsored recreation centers, as well as the tennis, swimming, ice skating, and putting facilities provided in the Center itself, will be available to residents.

Energy Conservation

A special feature of Park Center is the complete compliance with the National Goal for Energy Conservation, particularly in regard to Thermopane windows and doors and the complete containment of living spaces with the highest quality insulations. The exterior walls and garage ceilings are being sprayed with the monolithic CELLIN Cellulose Fiber Insulation which will reduce fuel consumption considerably, cut down on air infiltration, and thus reward purchasers with lower energy bills, greater comfort, and a soothing quietness from within and without. CELLIN is manufactured by CELLIN Manufacturing, Inc. of Lorton, Virginia, and is the only insulation material manufactured within the State of Virginia. They manufacture a large variety of insulation materials suitable for commercial, residential and re-insulation projects. Davenport Insulation, Inc. of Springfield, Virginia is the insulation subcontractor. Davenport is

(Continued on page 46)



GLEN CONSTRUCTION CO., INC. presents...

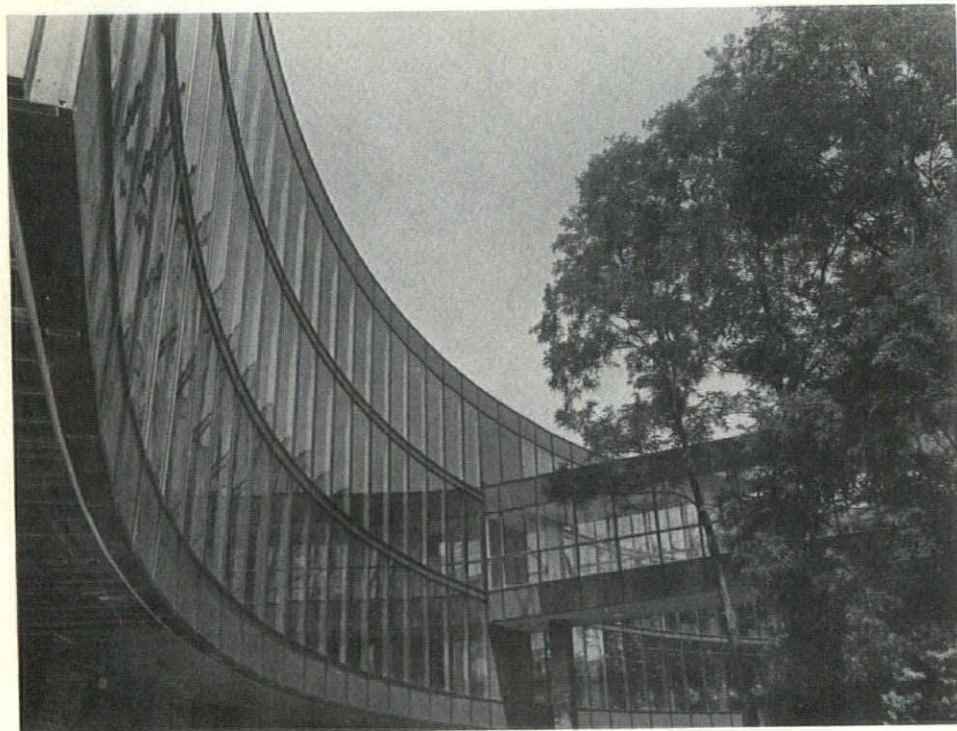
CRESCENT PLAZA

Architect - WARD & HALL & ASSOCIATES

Consulting Engineers

Structural - ALLISON & MEYER ASSOCIATES

Mechanical/Electrical - BENBASSAT & SPORIDIS CO.



THE CRESCENT Plaza building complex is constructed on a seven-acre wooded site near the Capitol Beltway in Northern Virginia. The placement of the structures, together with a minimum change in existing grades and careful construction, combine to retain many of the existing trees at the perimeter of the site and in the central court yard. The mature trees that were retained, the reflecting glass used on the office building and the low silhouette of the project contribute to the blending of the site and the building rather than the disruption that is normally produced.

The design concept arranges concentric circles around a central core. The central core houses a restaurant on the top floor with two public lobbies below. The first circle around this is an outdoor landscaped space which is bridged by connecting walkways to the office building and the parking garage.

The four-story office building is located in the second concentric ring, constructed within a 180 degree arc, containing floor space on the typical floor that is 60 feet in depth.

The three-story garage which completes the circle begun by the office building, is separated from the office building by a landscaped area.

structure by an emergency vehicle access lane at one end, and a storm water retention pond at the other. The retention pond is treated as a landscape feature with a bottom that will be designed as a rock garden to maintain attractiveness during dry periods.

The third concentric ring from the central core is formed by a perimeter drive with on grade parking and behind this is a buffer zone of mature trees that isolates the site from its neighbors.

The relationship of parking to horizontal and vertical pedestrian transportation achieves the separation of automobiles from work areas without sacrificing protection from inclement weather. The most remote of the 470 parking spaces is no more than 150 feet from a covered area helping to justify the 240 ft. diameter landscape ring around the central core. This landscape area creates both a pleasant view from the office space and an interesting experience when walking across the connecting covered bridges.

Glen Construction Co., Inc., of Rockville, Maryland, was general contractor and handled carpentry.

Subcontractors & Suppliers

Virginia firms were: Burton & Robinson, Fairfax, site concrete; VEC-D Concrete Construction, Inc., Springfield, foundations & concrete; United Masonry, Inc., masonry contractor; Wilcox Caulking Corp., Loudon, caulking; D. Compe, Inc., Arlington, plaster; McClary Tile, Inc., Alexandria, ceramic tile; The Shade Shop, Inc., Springfield, venetian blinds; Arlington Woodworking & Lumber Co., Inc., McLean, millwork; W. L. Mazier, Inc., Fairfax, steel doors & locks; and, National Paving & Asphalt Corp., Merrifield, paving.

From Maryland were: Fairland Excavation, Silver Spring, excavating; Fabricated Steel Products, Inc., Rockeyville, steel & steel roof deck; Art Precast Stone Co., Clinton, precast concrete; Tri-State Erection Co., Seat Pleasant, precast concrete erection; R.

Bean, Inc., Beltsville, roofing; Custom Walls & Windows, Inc., Kensington, windows & window walls; and, Hill & Schneider, Inc., Rockville, painting.

Also, Bethesda Asphalt &

Bituminous Co., Rockville, waterproofing; Shone Building Products, Silver Spring, toilet partitions; Asbestos Covering & Roofing Co., Inc., Beltsville, insulation; John H. Hampshire, Inc., Bladensburg, acoustical; James A. Cassidy Co., Beltsville, mail boxes; W & W Fabrication, LaPlata, handrails; Pel-Bern Electric, Inc., Rockville, electrical work; Harvey W. Hottle, Inc., Rockville, plumbing, air conditioning, heating & ventilating; Armor Elevator Co., Inc., Brentwood, elevator; Builders Hardware Corp., Rockville, hardware; Maryland Fire Extinguishing Co., Rockville, fire extinguishers; and, Marty Reilly Co., Kensington, toilet accessories.

Others were: Avon Tile Co., Inc., Washington, D. C., brick pavers; Crescent Lighting Corp., Pennsauken, N. J., lighting fixtures; and, Kohler Co., Kohler, Wisconsin, plumbing fixtures.

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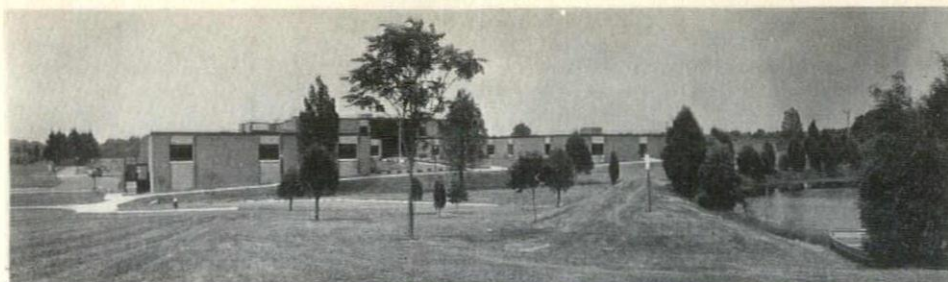
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NVCC — LOUDOUN CAMPUS

H. D. NOTTINGHAM & ASSOCIATES
Architect/Engineer

ON THE 9th of March 1973, the ground was broken for the construction of the Loudoun Campus of the Northern Virginia Community College which is located on the northwest corner of Route 7 at State Route 637, in Loudoun County, Virginia.

The project was completed ahead of its original schedule which allowed the school to be in use during September of 1974 for its Fall school term.

This facility is the third of five campus sites of the Northern Virginia Community College. The two buildings constructed at this time provide for a main classroom building and a Natural Science Building, with an adjacent greenhouse.

The grounds include facilities for tennis with six (6) courts, flag football, a golf driving cage and a golf putting green, a softball diamond, a soccer field, an archery range and a small lake. Numerous bluestone jogging trails interconnect play field areas.

Parking has been provided in two lots, one for faculty parking which has space for 197 cars and the other for student parking with space for 621 cars.

Edsall Corporation of Springfield was general contractor and handled excavating, foundations, concrete and carpentry.

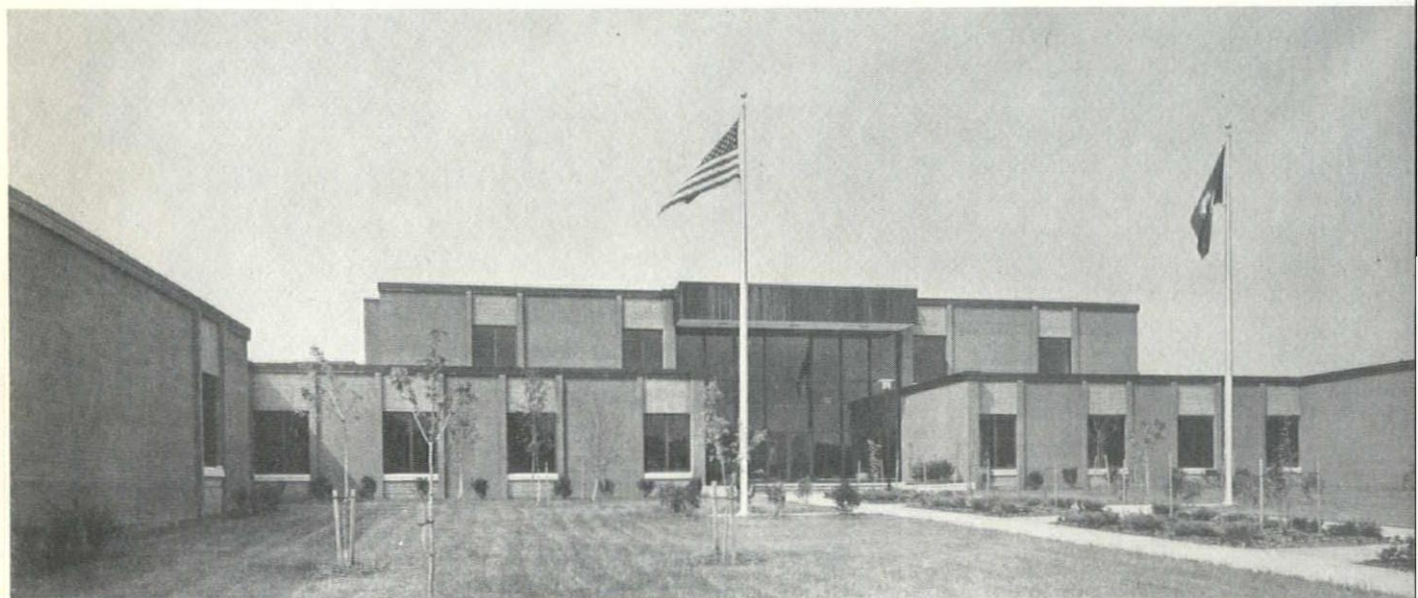
Subcontractors & Suppliers

United Masonry Inc., Alexandria, masonry contractor; Southern Iron Works, Springfield, steel & steel roof deck; J. B. Eurell Co., Richmond, roof deck; Perrin & Martin, Inc., Arlington, roofing; Associated Glass Co., Inc., Fairfax, windows & glazing; L. L. Hamilton Painting Co., Inc., Rockville, Md., painting; and H. H. Robertson Co., Washington, D. C., paneling, metal.

Also, Prospect Industries, Inc., McLean, waterproofing; Wayne Insulation Co., Inc., Alexandria, in-

sulation; Standard Acoustical Products, Inc., Hagerstown, Md., acoustical; Dodd Brothers, Inc., Fairfax, Church, plaster & drywall; Standard Art, Marble & Tile Co., Landover, Md., ceramic tile & terrazzo; Marty's Flo-

(Continued on page 47)



BY EDSALL CORPORATION



NVCC — MANASSAS CAMPUS

LBC&W OF VIRGINIA

Architect

Mechanical/Electrical Engineer

DUNCAN GRAY

Structural Engineer

ON THE 22nd of June 1973, the ground was broken for the construction of the Manassas Campus of the Northern Virginia Community College which is located on a 100 acre tract of land off Route 66 on State Route 234 directly adjacent to the Manassas Bat-

tlefield Park, in Prince William County, Virginia.

Under the watchful eyes of our competent Superintendent, Mr. G. Shupp and his faithful dog companion, the project was completed ahead of its original schedule which allowed the school to be in use during September of 1974 for its Fall school term.

This project, Phase I of the Manassas Campus, includes a four (4) story main structure and a one-story "Power-Tech" building.

The main building provides 62,000 square feet of space housing classrooms, laboratories, an art studio, a learning resource center, study lounges, student service facilities and administrative and faculty offices. The Power-Tech building, with 15,000 square feet of space, is used for automotive, diesel and aviation engine laboratories.

This facility is the fourth of five campus sites of the Northern Virginia Community College.

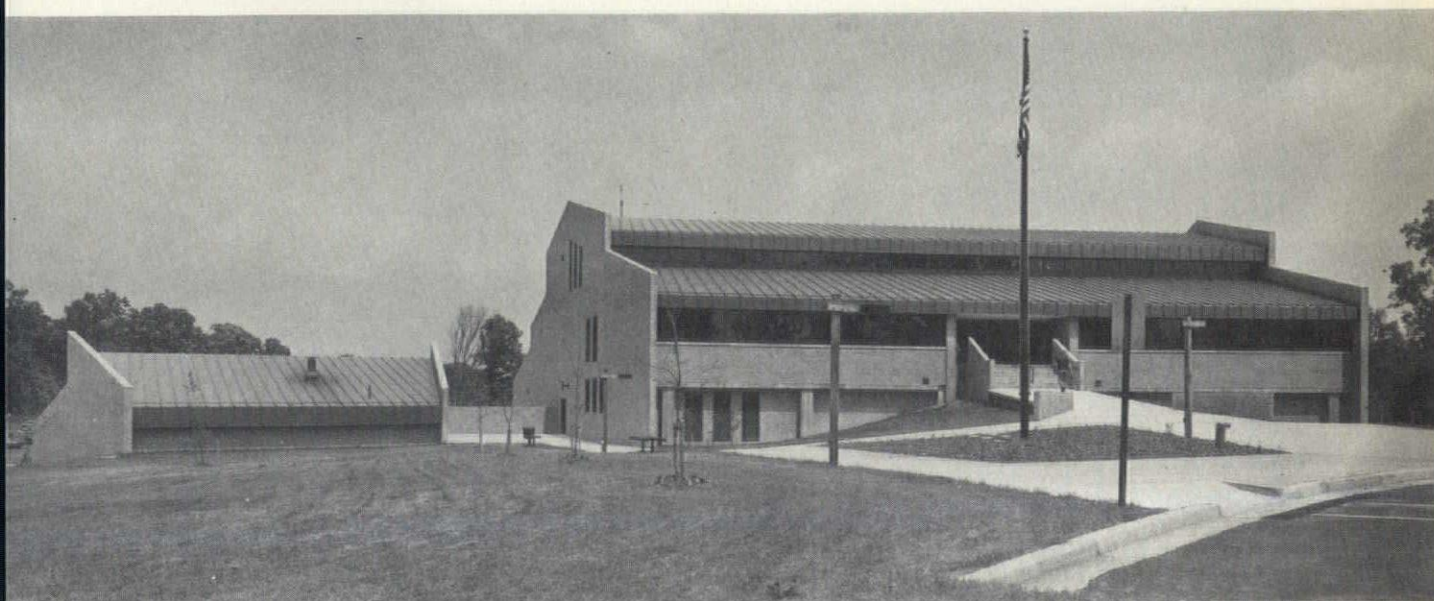
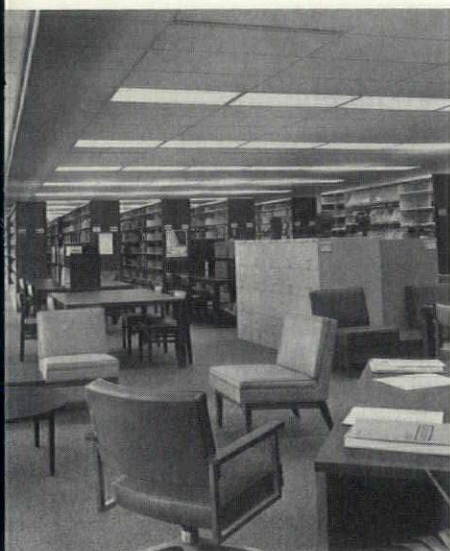
Parking has been provided in two lots, with space for 810 cars.

Edsall Corp. of Springfield was general contractor and handled foundations, concrete and carpentry.

Subcontractors & Suppliers

William A. Hazel, Inc., Fairfax, excavating; United Masonry, Inc., Alexandria, masonry contractor; Southern Iron Works, Inc., Springfield, steel & steel roof deck; Virginia Roofing Corp., Alexandria, roofing; American Stone, Inc., Newington, stone work; Associated Glass Co., Inc., Fair-

(Continued on page 47)



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EUGENE THOMAS CONSTRUCTION CO., INC. presents...

ROLLING MILL MEDICAL PARK

Architect - GWATHMEY-DUKE, INC., AIA

Consulting Engineers

Structural - KCE STRUCTURAL ENGINEERS

Site - TRICO ASSOCIATES

Mechanical - J. G. McNABB

Electrical - A. R. PEREZ

Photography - J. ALEXANDER

THE ROLLING MILL Medical Park is a uniquely designed complex of professional offices in West Springfield. The project is actually four buildings forming a quadrangle which encloses a central court; the court is overlooked by walk-around balconies on each of the three floor levels. Separate towers at two opposite corners of the quadrangle house an elevator and stairs. Decorative

iron gates provide entrance into the court from parking areas surrounding the complex.

Eugene Thomas Construction Company, Inc. of Alexandria was the general contractor for this project, which was designed by Gwathmey-Duke, Inc., AIA Architects-Planners.

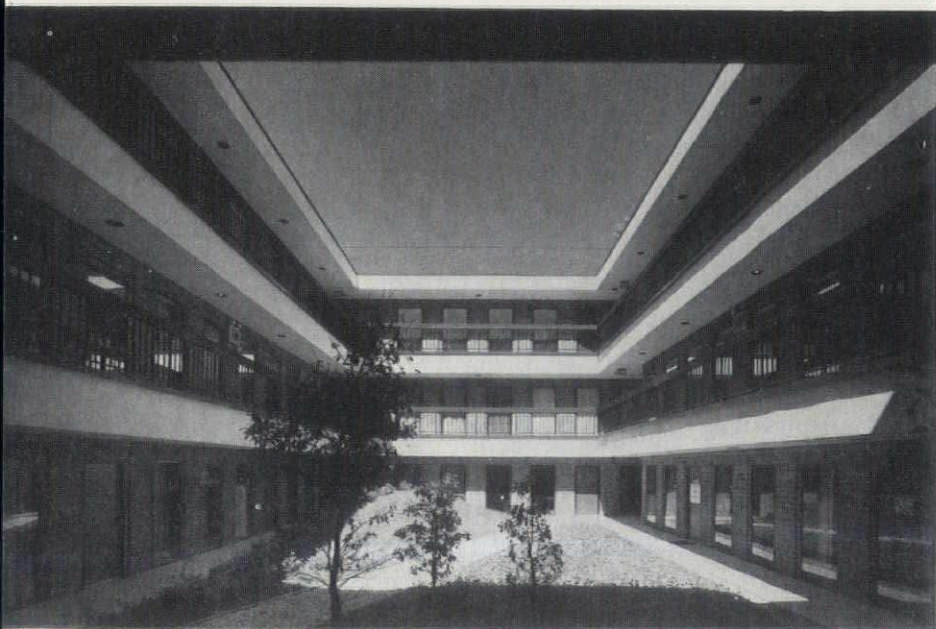
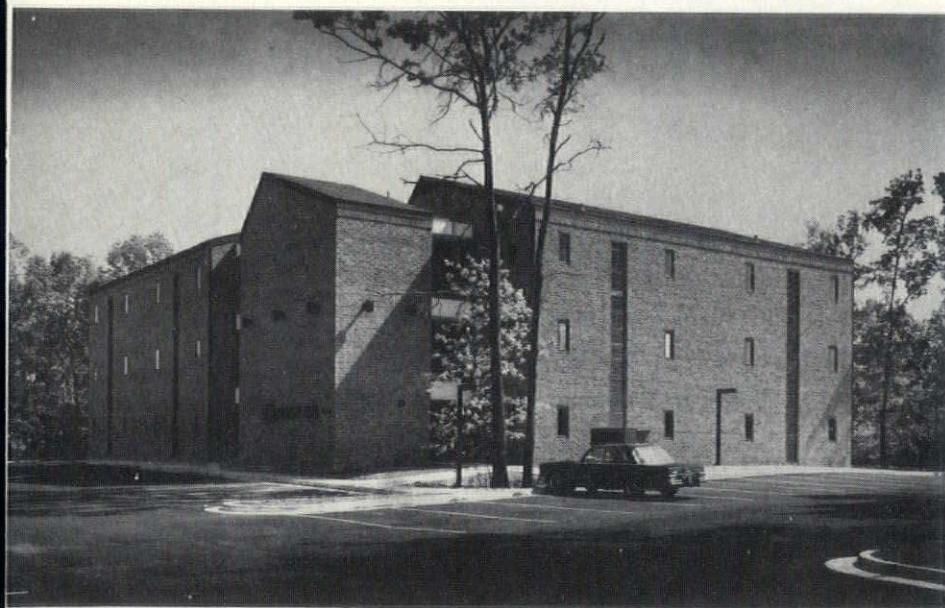
The general contractor also handled excavating, foundations, concrete and carpentry.

Subcontractors and Suppliers

From Alexandria were: T. D. Fraley & Sons, Inc., masonry contractor/supplier; Virginia Roofing Corp., roofing; Marty's Floor Covering Co., Inc., resilient tile; Fairfax Millwork Co., Inc., millwork; Walter C. Davis & Son, Inc., lighting fixtures & electrical work; J & W Contractors, Inc., air conditioning, heating & ventilating; and, Newton Asphalt Co., Inc., paving.

Others were: Southern Iron Works, Inc., Springfield, steel & steel roof deck; Trowbridge Steel Co., Inc., Leesburg, reinforcing steel; Metal Construction Services, Kensington, Md., windows; Woodbridge Glass Co., Inc., Woodbridge, glazing; Wilmar Contractors, Inc., Vienna, painting; Prospect Industries, Inc., McLean, waterproofing; Davenport Insulation, Inc., Springfield, insulation; Southern Floors & Acoustics, Inc., Merrifield, acoustical; Dodd Bros., Inc., Falls Church, plaster - drywall; and, Roanoke Engineering Sales Co., McLean, steel doors & bucks.

Also, The Anvil Shoppe, Inc., Washington, D. C., miscellaneous metal; C. B. Thornton Corp., Falls Church, plumbing fixtures & plumbing; Horner Elevator Co., Inc., College Park, Md., elevator; Hardware Contractors, Inc., Arlington, hardware; William Burton Nurseries, Hyattsville, Md., landscaping; and, Brownson Equipment Co., Inc., Richmond, building directory.



tell the Virginia Story

OCTOBER 1975

PAGE THIRTY-SEVEN

**UNITED
MASONRY, INC.**
presents...

The BRITTANY

Architect - WARD & HALL & ASSOCIATES, AIA
Consulting Engineers
Structural, ALLISON & MEYERS
Mechanical, BENBASSAT & SPORIDIS
Site, DeLASHMUTT BROS., INC.
Interior Decorator - PAT BYE
General Contractor - CONSTRUCTION GENERAL, INC.

THE BRITTANY is a fifteen-story "T" shaped apartment complex with two levels of underground parking. It has a swimming pool, tennis and shuffleboard courts. It is centrally located in Arlington, Virginia convenient to nearby shopping centers and downtown Washington, D.C.

The building contains 408 rental units, 5 elevators, game room, party room, saunas and a health club. In addition, it has an impressive two-story lobby with a mirrored, lighted ceiling supported by three massive circular brick columns.

Originally the project was planned for sale as condominiums and was called South Four Towers. After construction was well under way, the developers, Portal Enterprises, decided to revise their plans and changed the building's name to The Brittany and began offering the units for rent.

There are approximately 1½ million bricks in this high-rise building, many of which were shaped specifically for the circular columns and curved interior walls. The masonry portion of the construction was completed in approximately six months by **United Masonry, Inc. of Alexandria, Virginia** using tan colored Sanford brick for the exterior and Taylor brick for the interior. The brick was supplied by The Cushwa Brick and Building Supply Co.

Construction General, Inc., of Silver Spring, Maryland, was general contractor.

Subcontractors & Suppliers

Virginia firms were: United Masonry, Inc., Alexandria, masonry contractor; Manassas Roofing Co., Manassas, roofing; American Stone, Inc., Newington, stone work; Davenport Insulation, Inc., Springfield, insulation; The

Krafft Co., Alexandria, air conditioning, heating & ventilating; Newton Asphalt Co., Inc. Alexandria, paving; and Lewis Pool Co., Fairfax, swimming pool.

From Maryland were: Miller & Long Co., Inc., Bethesda, concrete; The Cushwa Brick & Building Supply Co., Beltsville, masonry supplier; Binning's, Inc., Glenn Dale, windows; P. Vasco Co., Inc., Chevy Chase, painting; National Applicators, Inc., Capitol Heights, acoustical & drywall; Antonio Troiano Tile & Marble Co., Inc., Beltsville, ceramic tile; Standard Electric Co., Inc., Kensington, electrical work; Krick Plumbing & Heating, Hyattsville, plumbing; and Shields Associates, carpet.

Washington, D. C. firms were: Atlantic Building Hardware, hardware; and Thos. Somerville, saunas. Elevators were Westinghouse.



Brown & Root, Inc. accomplishes the 'impossible'

VEPCO 1975 EXTENSION

POSSUM POINT POWER STATION

WITH THE current shortages of materials and time delays involved in delivery, it would seem next to impossible to build a power plant on time and it would be impossible to construct the facility ahead of time.

Brown & Root, Inc., an engineering and construction firm with headquarters in Houston, Texas, recently accomplished the "impossible" for Virginia Electric and Power Company.

The new 845-megawatt unit at Virginia Electric and Power Company's existing Possum Point Power Station at Dumfries, Virginia, recently went into commercial operation eight months ahead of schedule.

"One reason was that Brown & Root had a single responsibility contract for engineering and construction," said Jim Bazor, Brown & Root's project manager. "There was close coordination between the engineering and construction divisions."

Actual construction time on the oil-fired power plant was 28 months — eight months ahead of the projected 36 month construction schedule.

"Close cooperation and coordination between Virginia Electric and Power Company and Brown & Root was another factor in bringing the plant in ahead of schedule," said Bazor.

During the peak of the construction period, employment reached 1,215 people with an average of 75 percent being local citizens.

"We were very fortunate to have a very good local work force available which we could train for the project," said Bazor.

A total of 12 different training classes were conducted by Brown & Root personnel in areas of supervisors training, math, blueprint interpretation, engineering, and welding.

For the convenience of the employees, the courses were held immediately after working hours at various locations on the project. Overall, 87 percent of the enrolled employees completed the training.

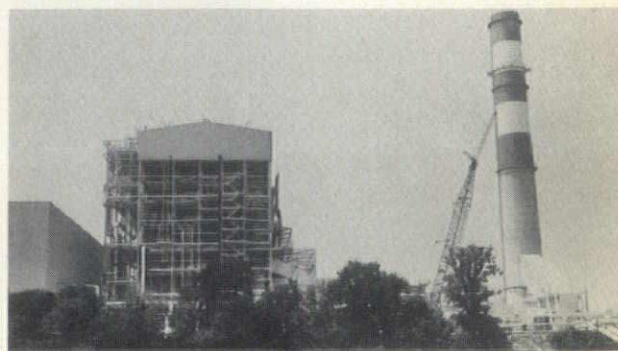
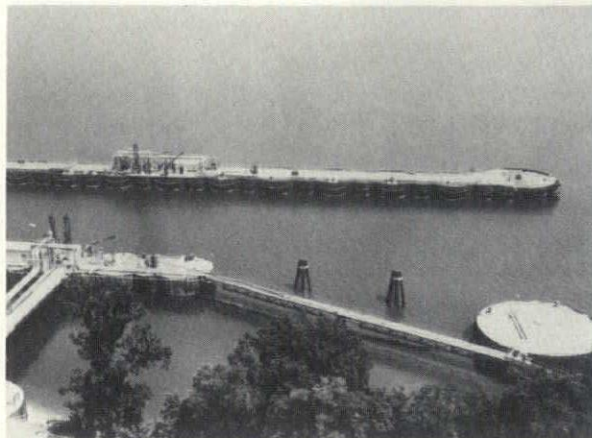
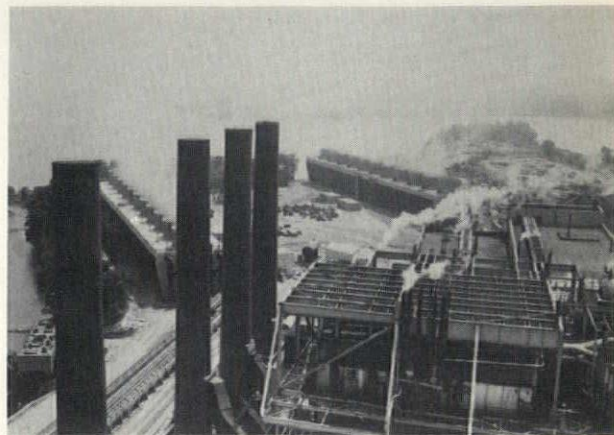
The Possum Point plant features a

closed circulating water system with cooling towers in lieu of discharging water into a river or creek. Dock facilities capable of handling a 70,000 barrel barge were constructed under the direction of Brown & Root.

Brown & Root also provided engineering and construction services for Virginia Electric and Power Com-

pany's Yorktown power plant and has converted three power plants from coal to oil-burning facilities, and has modified the oil & firing systems on two other units.

These jobs for Virginia Electric and Power Company embrace a total generating capability of 3,319 megawatts of electricity.



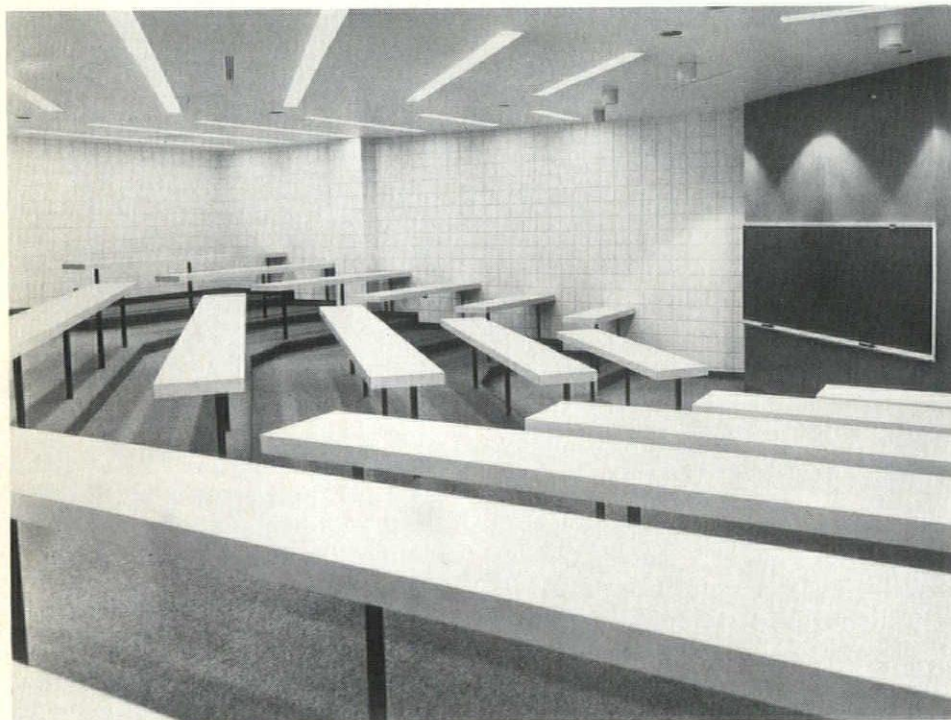


E. H. GLOVER, INC. presents...

ACADEMIC BUILDING II-A GEORGE MASON UNIVERSITY

Architect - LBC&W of VIRGINIA

Photography by MATTOX PHOTOGRAPHY



CONSTRUCTION was recently completed on Robinson Hall at George Mason University in Fairfax County. This facility is the first phase of a two-phase complex which will house College II, the School of Professional Studies.

LBC&W — Virginia, Architects, Engineers, Planners, designed and engineered the structure which contains approximately 98,000 square feet and was constructed at a cost of \$22 million. The building provides space for a variety of teaching areas among which are general classrooms, teaching science and biology laboratories, education and psychology laboratories, nurses training facilities, a stepped lecture room with seating for 100 students and data processing instructional space. Other specialized spaces for teaching education courses include a student production area for instruction in the preparation of visual aids for classroom use, and facilities for guidance training in the form of an educational child/youth study center and a guidance counseling lab. In addition to the teaching, spaces provided in the building are support spaces which include a materials study resource area, faculty office space for approximately 200 faculty, and an administrative suite for the Dean of the School of Professional Studies and staff.

The second phase of the complex will consist of approximately 110,000 square feet which includes a 500-seat theatre. The main wing of Phase II will connect to Phase I at a point where the existing corridor system can be extended at all floors to provide a continuous circulation system. The theatre will join the main building of Phase I in a similar way to provide a public entrance to the lobby for maximum use of the theatre for theatrical performances and community related activities as well as intensive use as a teaching theatre for the students.

Phase II will include such teaching spaces as biology and physical science laboratories, micro-biology research space, physiology laboratories and research space, urban/regional planning space and a climate/cartography lab. In addition to these specialized laboratory spaces the building will provide a small TV studio, an audio-visual center, a 100 student stepped lecture

re room, and offices for approximately 120 faculty.

The four-story brick building is located at the south end of the existing campus adjacent to the recently completed student union building and an extension of the original library building. Together these buildings form the remaining sides of one of the many landscaped open spaces, characteristic of the Campus Master Plan.

The south end of Robinson Hall is presently wooded with only an access road which serves a small parking lot for service use. Eventually Phase II will occupy this location forming a "U" shaped complex conforming with the Master Plan. The location of Robinson Hall and its relationship to proposed future buildings will form the largest open landscaped court yet developed on campus.

An open covered area at the junction of Phases I and II of the complex not only provides an interesting junction of two buildings and an informal meeting place for students but also becomes a pedestrian way with steps to provide changes of level which allows independent movement from the future campus through this complex to the student union and other buildings to the north. The exterior materials are brick, precast concrete, and glass, all related to existing buildings on the campus.

The form of the building evolved from the need to provide a simple circulation pattern and usable blocks of space for classrooms and labs, while providing faculty office suites on several of the floors where they could be accessible to students. By letting the blocks containing faculty offices project from the basic rectangular form, the simple rectangular main corridor system was preserved. The more minor faculty office corridors intersect the main corridor at a few points providing easy access to faculty areas for students while eliminating most of the noise and activity encountered when opening directly onto the main corridor.

The main wing of Phase II will work in a similar way except both faculty office suites on each of the top two floors are on the same side of the building and extend south onto the future court.

E. H. Glover, Inc., of Bailey's Crossroads was general contractor and handled foundations, concrete and carpentry.



Subcontractors & Suppliers

Arber Construction Co., Inc., Wheaton, Md., excavating; Prepakt Concrete Co., Richmond, piling; United Masonry, Inc., Alexandria, masonry contractor; United Materials, Alexandria, masonry supplier; Hallmark Iron Works, Inc., Lorton, steel; J. B. Eurell Co., Richmond, roof deck; Va. Roofing Corp., Alexandria, roofing; Arban & Carosi, Inc., Woodbridge, stone work; Hope's Windows, Jamestown, N. Y., windows; and, Allen Glass Co., Inc., Alexandria, glazing.

Others were: Bryan & Associates, Edmonston, Md., painting; Prospect Industries, Inc., McLean, waterproofing; Davenport Insulation, Inc.,

Springfield, insulation; Acoustical Ceilings, Inc., Fairfax, acoustical; Dodd Bros., Inc., Falls Church, plaster & drywall; Avon Tile Co., Inc., Washington, D. C., ceramic tile & terrazzo; Marty's Floor Covering Co., Inc., Alexandria, resilient tile; General Millwork Co., Inc., Rockville, Md., millwork; Acme Steel Door Corp., New York, N. Y., steel doors & bucks; Electrical Maintenance, Inc., Fairfax, electrical work; Artisan, Inc., Vienna, plumbing, air conditioning, heating & ventilating; United States Elevator Corp., Rockville, Md., elevator; Webb Builder's Hardware, Inc., McLean, hardware; and, Newton Asphalt Co., Inc., paving.



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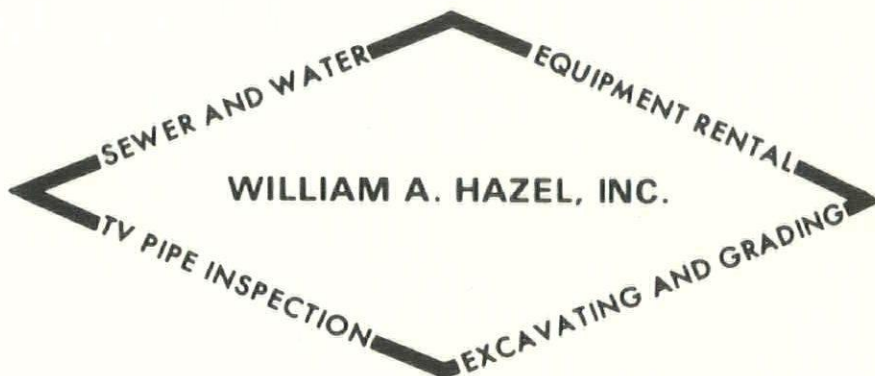
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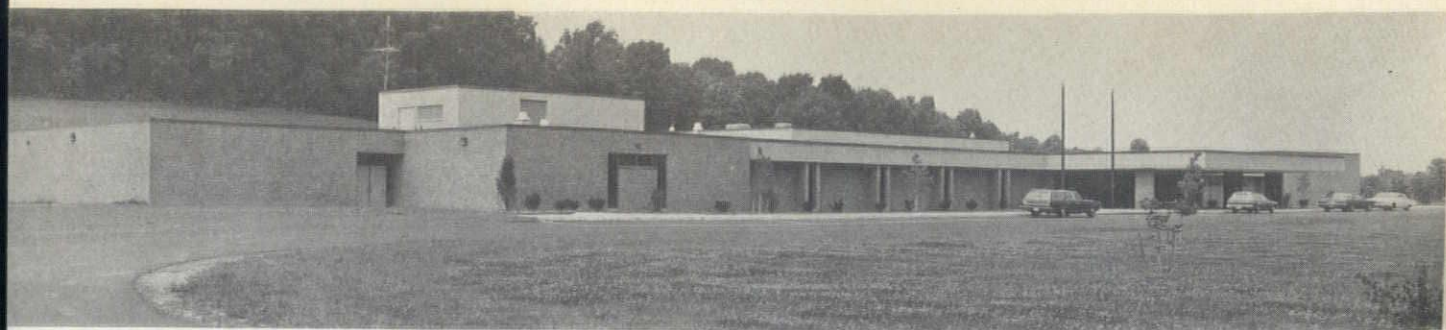
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ASSOC. BUILDERS AND CONTRACTORS MEMBER NORTHERN VIRGINIA BUILDERS ASSO



EDSALL CORPORATION presents...

MARSHALL JUNIOR HIGH SCHOOL

Architect/Engineer
MITHEY & BOYNTON

Resident Architect
FRANKLIN GRIFFITH

GROUND WAS broken on the 29th of May 1973 for the construction of the Marshall Junior High School near Route 709, in Fauquier County in Virginia.

This project was completed ahead of its original schedule which allowed the school to be in use during September of 1974 for its Fall school term.

This facility was one of three (3) new schools completed for Fauquier County during 1973 and 1974. The two buildings constructed at this time provide for a complete classroom building and a Vocational Center Building, located in the center of Marshall on State Route 710 near the Intersection of Route 17 and 55.

The grounds include a football field and a baseball diamond. Either the football field or the outfield of the baseball diamond can be used for the following sports; soccer, volleyball, badminton, three legged races, egg rolls and others too numerous to mention.

Edsall Corporation of Springfield was general contractor and handled foundations, concrete and carpentry.

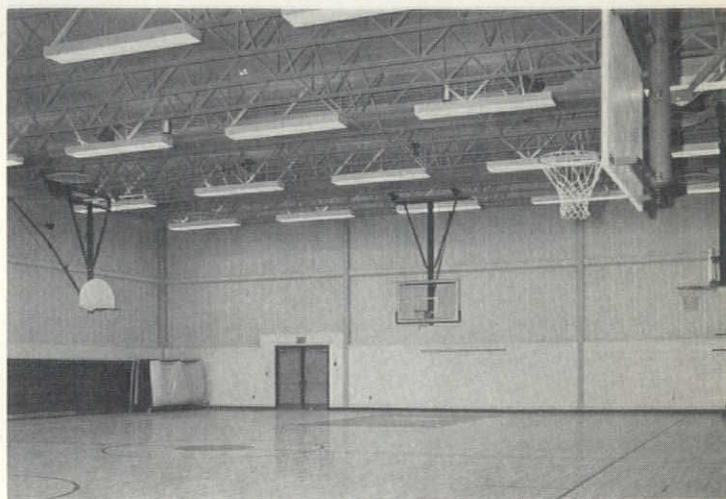
Subcontractors & Suppliers

Springfield firms were: Southern Iron Works, steel & steel of deck; and Davenport Insulation, Inc., insulation.

From Fairfax were: William A. Hazel, Inc., excavating & paving; Donald M. Blue Construction, Inc., masonry contractor; Associated Glass Co., Inc., glazing; and, Thomas J. Merville Co., plumbing fixtures.

Alexandria firms were: Virginia Roofing Corp., roofing; McClary Tile, Inc., ceramic tile & terrazzo; and Marty's Floor Covering Co., Inc., resilient tile.

Others were: Wilmar Contractors, Inc., Vienna, painting; and Ryerson Construction Products, Baltimore, Md.,



paneling, metal; Prospect Industries, Inc., McLean, water-proofing; Standard Acoustical Products, Inc., Hagerstown, Md., acoustical; Dodd Brothers, Inc., Falls Church, plaster; R. L. Dresser, Inc., Raleigh, N. C., wood flooring; Miller Manufacturing Co., Inc., Richmond, millwork; Roanoke Engineering Sales Co., McLean, steel doors & bucks; Interstate Electric Supply Co., Merrifield, lighting fixtures; Richardson Electric Service, Inc., Warrenton, electrical work; F. W. Harris, Inc., Annandale, plumbing, air conditioning, heating & ventilating; Tom Jones Hardware Co., Richmond, hardware; Southside Manufacturing Corp., Danville, science & homemaking equipment; Trowbridge Steel Co., Inc., Leesburg, reinforcing steel; and, The Vecta Group, Inc., Lynchburg, folding seating.





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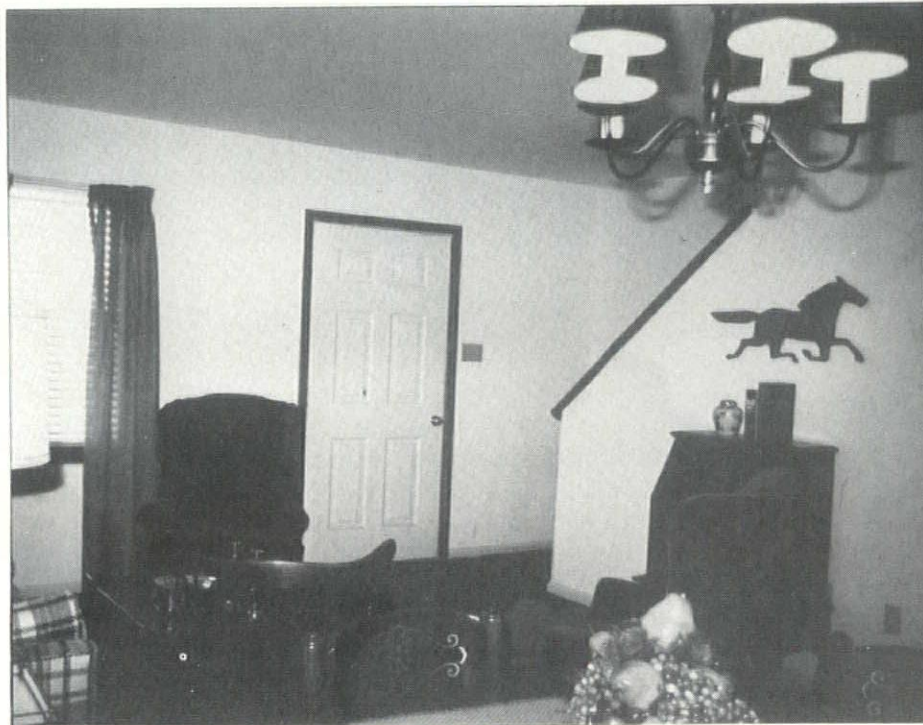
ASHLAND TOWNE SQUARE

Architect — THOMAS J. MADIGAN, AIA

ASHLAND TOWNE Square is a 218-unit rental townhouse community located in Ashland, Virginia (Hanover County) on the east side of Route 1 and two blocks from I-95. The project, which is nearing completion, is owned and was built by Ashland Village Limited Partnership. The general contractor is Walt Robbins, Incorporated who is also managing the property. Construction was begun in late 1973.

Ashland was chosen as the site for this moderate income housing development because of its higher than state-wide average population growth, its definite housing shortage, and overall potential for development in that there was an existing sewer system.

Studies made by the state government indicate that Hanover County is the fastest growing suburb of metropolitan Richmond. Ashland not only serves as a bedroom community for



Richmond, but is continuing to expand its own industry. Nearby are Kings Dominion, Western Electric, the Best Products Company headquarters, and Randolph-Macon College — all of whose employees need to be housed.

The development is situated on a 14.5 acre tract and is comprised of 30 buildings as well as a swimming pool, clubhouse, tennis court, basketball court, and off-street parking for 344 automobiles.

A shopping mall is planned for the parcel of ground adjoining this site to the south.

Most of the subcontractors and labor are from the metropolitan Richmond area. Because of the good availability of carpenters in the Richmond area, this project was done in frame construction. The buildings are of masonry veneer and Reynolds aluminum siding in true Colonial reproduction, including Colonial oversize brick and beaded siding. The Colonial grapevine joint on the masonry was utilized.

All of the Colonial entrances are done in gel-coated fiberglass, rather than fluted wood as in past times, in order to reduce maintenance.

An innovative central television antenna system was installed throughout the project including a TV antenna and coaxial cable to every unit giving excellent reception from Petersburg and other outlying areas which are otherwise not possible. This will also allow TV at some future date without any additional construction cost.

The main recreation area, i.e., swimming pool, clubhouse, basketball and tennis courts, was placed in the center of the project rather than in one corner at the rear. This affords a greater feeling of open spaces instead of the usual cluttered, cramped feeling in a project yielding 15 units to the acre. In addition, it provides for easy and equal access for all residents.

Even though adequate carpentry trades were available, they were in very

high demand inasmuch as a lot of new, expansive construction was taking place at this time. The unemployment rate in the metropolitan Richmond area was, at that time, 1/2 of 1%, the lowest in the nation; and even though it has recently risen to in excess of 2%, it is still the lowest unemployment rate in the nation.

As anticipated, leasing is going extremely well; the units are being occupied immediately upon completion.

Walt Robbins, Inc., of Alexandria and Richmond, was general contractor and handled concrete.

Subcontractors & Suppliers (Richmond firms unless noted)

Leadbetter Construction Co., Hanover County, excavating; North Run Development Corp., foundations; R. K. Sawyer Co., masonry contractor; Southern Brick Co., masonry supplier; Chesterfield Roofing, roofing; Interior & Exterior Decorators, Louisa, painting; Hawkins Engineering, insulation; Mosaic Tile, Alexandria, ceramic tile & resilient tile; The Heritage Co., wall-to-wall carpeting; Tate & Hill, Inc., electrical work & ventilating; Ledford Plumbing & Heating, Glen Allen, plumbing; Dominion Heating & Air Conditioning, air conditioning & heating; Commonwealth Paving, paving; JoPa Company, swimming pool; Goldberg Co., kitchen appliances; and, Hamner Sound, master TV antenna.

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The Story of Three P's

(From page 28)

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We do not intend to minimize the necessity of profit. Profits are a By-Product of our organization and a very lucrative By-Product. Without the other two P's . . . Purpose and Principle we don't think we have a Profit.

THE ABOVE ARTICLE WAS WRITTEN BY AN EMPLOYEE OF ARLINGTON IRON WORKS, INC. BASED ON THE BELIEF AND IDEAS OF OUR LATE FOUNDER, THOS. B. FITZ GERALD. TO WHICH ALL OF THE EMPLOYEES OF THE COMPANY SUBSCRIBE.

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... A Vital Movement

(From page 13)

that are springing up in various universities of the nation.

The building trades unions, enjoying virtual monopoly in some phases of construction, are constantly pounding away at Merit Shop competition. One of their strongest efforts at present is, in Congress, to legalize secondary boycotts in the construction industry, a direct thrust at the job site utilization of union and non-union workmen who can, without local or international orders, work harmoniously.

In another field, the unions enjoy a special advantage under the Davis-Bacon Act, a federal wage-setting statute that requires in general not only the payment of collectively bargained wage rates but also union craft practices that nullify the benefits of Merit Shop flexibility.

It is unfortunate to note that union efforts have not only taken the political power route but have in recent years desperately been directed toward job site violence. These illegal actions have resulted in millions of dollars of damage, disruption of construction, and in many cases public dismay.

In defense against these efforts, the ABC launched a national suit against the entire building trades union set-up, and while it was not successful in establishing the agency theory so badly needed in adjudicating union responsibility, the proceeding gave pause to the unruly elements and restored peace to the industry.

To bring the power of the Federal government to bear against a recurrence of such illegality, the association

is supporting strongly a bill introduced by Rep. John Anderson of Illinois to make job site violence a federal offense.

It seems ironic that any group of businessmen and their employees should have to carry on a constant struggle for the right to be in business and for employees to choose whether to belong or not to belong to a labor union. But these are the facts of life in the construction industry today.

The most salutary route to the eventual solution of the problem is quality performance by a modern, intelligent, person-directed management and a satisfied skilled workforce with ample opportunity for education, advancement and wellbeing. And this is the course which the Merit Shop ABC is determined to pursue.

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Park Center

(From page 31)

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Park Center architect Alan Meyer Bucher-Meyers & Associates, state "We must plan and design our communities for social man as we have known him in the past, with all technological advantages that we can provide him for the future. These plans must respect the natural environment. They must contribute to a fulfilled way of life, and define a human scale and human experience that is truly for the benefit of the people. We cannot design for the automobile or for other inanimate objects, we must design with humane sensitivities." In keeping with the architect's concept, Park Center will devote 2/3 of the total area to preservation of green space, with provision for pedestrian walk-ways and plazas. Nine acres of the original trees and grass all around.

The builder for Park Center is Erkiletian Construction Corporation, a major Northern Virginia development open shop contractor; the architect is Bucher-Meyers & Associates; real estate sales and marketing, S/A Real Estate Marketing Corporation; retail shopping and commercial office leasing, Brannock Associates; and estate management, Dreyfuss Brothers.

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(From page 34)

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(From page 35)

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The New Divide

(From page 5)

One reason that he went out of fashion is that he wrote *stories* — actually coherent tales about recognizable men and women in identifiable human situations. Another reason was that he wrote with simplicity and clarity: shunning all technical pyrotechnics, he wrote to be read. Finally, and that which made him anathema to some critics, in being read all over the world, Maugham was enormously successful as a novelist, as a playwright (once with three hits on simultaneously in London) and as a master short-story writer. All this made him very rich, independent of cliques and cabals, and he lived and wrote what he wanted, including some fine essays — at least fine to those who loved his work.

Maugham wrote *Cakes and Ale* at the peak of his powers, in his middle fifties, and it was published in the now historic world of 1930. To this novel he brought his perfected technique of writing through a first person observer who had become a sort of fictional persona of Maugham, although this persona contained much that was Maugham himself. In *Cakes and Ale*, then, this Maugham persona made an observation on the changes wrought by

time which reminded me of the over-50 point in the Essay.

The narrator had returned in a reflective mood from lunch at a London club to his ground floor apartment in the quiet of Half Moon Street, where a sense of the past was evoked. "It was as though all the people who had at one time and another inhabited my lodging pressed upon me with their old-fashioned ways and odd clothes, men with mutton-chop whiskers in frock coats and women in bustles and flounced skirts." Then, remembering those people he had known in his childhood, he wrote, "I fancy that life is more amusing now than it was forty years ago and I have a notion that people are more amiable." Since he was writing in the late 1920s, he was referring to the late 1880s.

Although Maugham was actually born in Paris, the son of an international banker, when both his parents died when he was four or five years old, he was brought to live with his father's brother and his aunt by marriage in a small town in Kent, where his narrow-minded and provincial uncle was a vicar. Thus, in referring to the 1880s of his childhood, he said that he was speaking "of the countryside and of the modest persons, gentlemen of small means, clergymen, retired officers and

such like who made up the life of the society." Looking back, he found "dullness in their lives was almost credible." They were cantankerous, irritable, vain, pig-headed and odd. In summary, "it may be that we are impatient and careless, but we accept of another without the old suspicions; our manners, rough and ready, are kinder, we are more prepared to give and to receive, and we are not so crabbed."

Taking his "rough and ready" manner to mean in contrast to the stiffness and formality of the Victorian age (for Maugham was a very courtly gentleman), his summary seems to me an accurate description of the mood of the late 1920s. The important thing here is that the cosmopolitan Mr. Maugham found the world when he was over 50 to be a better place to live in than the world in which he grew up. Far from looking back in nostalgia, he found that life was more amusing and people more amiable in the 1920s than in the 1880s.

Since it is probably inevitable that people compare their present with the past, it is natural that the generation who grew up in the 1920s and 1930s compare those eras with the 1960s and 1970s. Here, unlike Maugham's comparison, the '60s and '70s would not seem subjectively to be a better world to live in than the '20s and '30s.

The *subjectivity* of these comparisons must be stressed. As the TI Essay points out, there are countless statistical advantages today of American life forty-five years ago. More than half the employed work in white collar jobs, hours are shorter and the day goes faster with coffee breaks. Judged by education, income and occupation, more than half the black population are in the middle class. Automobiles are as prevalent as men's neckties used to be and as was pointed out by columnist Patrick Buchanan (Nixon's ex-speechwriter), automobiles are open to working people the paradise of a suburban home, to which they can come and go in private splendor and avoid the contamination of their fellow passengers in public transportation.

Of course, as the Essay mentions, "One man's easier life is bought with another's frustration." The gains won by Mr. Buchanan ascribes to the world

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ple, for instance, have come at considerable cost to the cities and the sellers therein, not to mention the steep drain on the limited supplies of

Also, statistically everybody earns more than people earned 45 years ago but, except for the very rich, everybody worries more over prices than they did 45 years ago. Then prices remained the same, as if in perpetuity: a phone call was forever a nickel as was a subway or El ride, and in those days some very consequential gentlemen, wearing derbies and starched shirts, could be seen on the El reading their New York Times untroubled by the contamination of lesser folk.

While gains could be listed indefinitely — from electric dishwashers and clothes washers to medicines that reduced the danger and discomfort of many diseases — the TIME Essay also noted, "that history records no instance of a people made happier by the knowledge that they are part of a comforting statistic." Nor do all the physical conveniences, which we take for granted, apparently contribute anything of consequence to our subjective appraisal of an era.

In Mr. Maugham's comparisons of the past, he made no mention whatsoever of the enormous advances in physical conveniences, such as the telephone, as electric lights in homes and, at that time, the "motor-car" — before they paved the streets and polluted the air — made pleasure trips into the countryside a survival journey on highways without beginning or end. What interested him was that the people were more "amiable" and their manners, in fact, easier.

On this basis, the over 50s today would find people decidedly less amiable than they were 45 years ago. In restaurants and in exchanges with all sorts of persons in services, in all too many instances the easy manners of the 20s have degenerated into no manners at all. While a large number of persons continue to be courteous, even friendly, too many renounce any human exchange and seem motivated by a condescended hostility.

Then, we are all too familiar with the certain quality of the goods we purchase and the services we pay for. Again, there are small firms whose

quality of service, as well as the courtesy of their personnel, continue undiminished, but with some equipment it is a waste of money to bring in repair persons. What has gone here is the lack of pride in one's product, whether an article or a service. This loss, I would say, contributes to the passing of amiableness, which is replaced by feelings of frustration and even anger.

Again in comparison with the late 20s, for the over 50s there is an inappropriateness, even ugliness, in the appearance of large numbers of persons on the streets. These dismal apparitions remove the old sense of urbanity from the urban scene. Worse, people of all ages, although mostly males, appear in restaurants and air conditioned public places attired as if for a hot session of cleaning out the basement or working in the yard. Doubtless they are comfortable in their sleeveless undershirts, but to the survivors of another time they seem to show lack of self-respect and respect for others. This current phenomenon certainly diminishes any amiable feeling and is, I suppose, a manifestation of the decline of manners.

All these matters might seem to be surface. Yet, they reflect the often heard complaint about the diminution of "decency" and "civility," which are

the integrating threads of a civilization. As moral distinctions of all kinds become blurred, these surface changes can be viewed as indications of the slow erosion of a once strong, cohesive component of a community life that is largely a thing of the past.

Simply according to recollections, the crumbling of this community life (both in the local and in the larger meaning) became noticeable in the early to mid 1960s. Earlier than that, to reflective citizens of all ages our whole Western civilization was drifting toward trouble. But it was with Kennedy's 1963 assassination, followed by Johnson involving us in Vietnam, that in our own country specifically it became apparent that the quality of amiableness was going.

If it was here that the over 50s began to experience a sense of loss — some echo of Housman's "a stranger and afraid/in a world I never made" — even so, I am not convinced that this explains their being the largest bloc of estranged voters from 1958 on. Rather than "the world being too much with them," it would seem that the over 50s began to feel less involved, less interested, in a world which had lost the sense of community that had been familiar to them. In this way, their relative lack of voter participation

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would merely reflect their diminishing participation in a world that was becoming alien to them.

Those of my contemporaries whose voting habits were known to me continued to vote through the 1968 presidential election, when Nixon was favored over Humphrey with hope rather than conviction. That they abstained from voting in the 1972 presidential election proves nothing. Less than half of the electorate voted on the grounds that Nixon and McGovern offered no choice.

In that election the 21 to 24 age group were, according to TIME, "the next most alienated group" to the over 50s. The explanation for the non-voting of this bloc is simple. Being too young to have formed regular voting habits, they were repelled by the disarray and divisiveness in the nation and its government from early 1968, when the mounting anti-Johnson sentiment was nearing the peak that would cause Johnson to remove himself as a candidate for re-election. But these were circumstances that had not existed a decade earlier when the over 50s political estrangement began.

My personal conclusion is that editorialists have become too apt to associate individual behavior with politics. The studies should be on the total estrangement of the over 50s, of which their diminished voting participation is only one manifestation of their estrangement in a society which made a cult of Youth.

Now we are getting sad stories in newspapers and magazines about the plight of those abandoned aged in a country which wishes they would go away, and personal stories of the

problems of adjustment to retirement. Beyond those, there are the vast numbers of over 50s who are far from being either aged or abandoned and others who, vigorous in their sixties, are denied participation they desire but do not need because of their age. The excuse for denying them is never age: they are "over-qualified." In other words, the

over 50s do not have to be a statistic neglect to feel something less than welcome in their native, but not their "own," land.

Perhaps some day studies will be made on the over 50s which have association with politics. And perhaps some day the man in the moon will come back.

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Look out for our roots.

Underground phone cables. But it's hard to know where they are. Or aren't. And if you're digging, you could accidentally cut some.

Then everything stops. A lot of phone service. And your crew.

So find out where underground phone cables are, before you dig. After all, our roots keep a lot of phones alive.

Before you dig, call us.

Northern Virginia

call collect . . . 301-559-0100

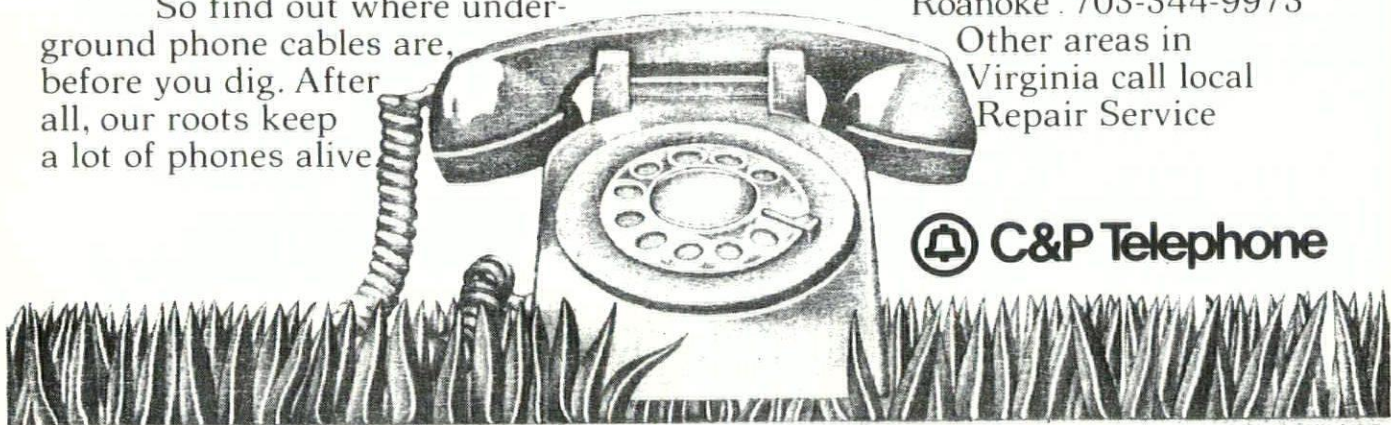
Newport News . . . 804-838-5136

Norfolk . . . 804-625-9971

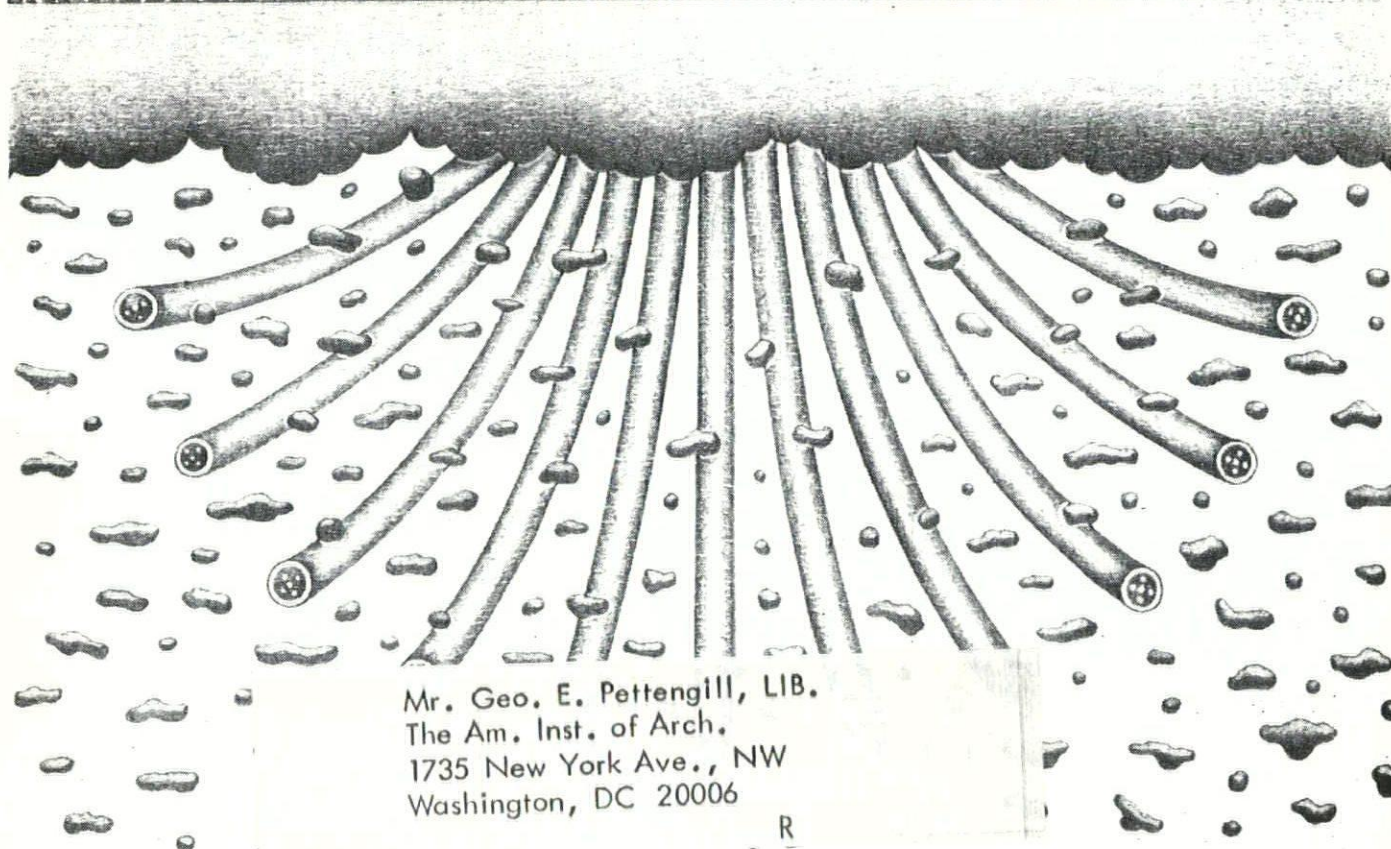
Richmond . . . 804-648-9111

Roanoke . 703-344-9973

Other areas in
Virginia call local
Repair Service



 **C&P Telephone**



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