

NCBVA NEWSLETTER

– NATIONAL CONCRETE BURIAL VAULT ASSOCIATION | MAY 2024 –



NCBVA President Kyle York

Dear Members,

I hope this message finds you well, and I'm looking forward to the upcoming summer season. As we embark on this new chapter, I am thrilled to share some exciting updates and initiatives that will shape the future of our association.

Regional Divisions

Our board of directors has decided to reintroduce a proven strategy by restructuring the board into regional divisions, with each board member taking responsibility for a specific region of North America. This change will allow us to focus more effectively on the needs of our members in different areas and provide better support and resources tailored to each region.

This restructuring will allow us to better understand and address the unique needs of our members in different parts of the country, ensuring that we can provide tailored support and resources to each region effectively. [Attached is the NCVBA regional map](#) including who is responsible for each region.



In-Person Board Meeting

Also, mid-May we will have our in-person board meeting in Dallas where we will be unveiling new goals and innovative ideas aimed at growing our association, increasing membership, and enhancing our services to better serve all our members nationwide. We will also begin our planning for our 2025 national NCVBA convention. We hope to unveil details after this meeting so be on the lookout for additional information.

Meeting Your Expectations

Additionally, your feedback is invaluable to this association, and we would love to hear your thoughts and suggestions as we embark on this new chapter together. Your input will play a critical role in shaping the future of the NCVBA and ensuring that we continue to meet and exceed your expectations.

Finally, I invite you to join us for our next legal discussion with NCVBA counsel, Poul Lemasters. You can register for the call at ncvba.org/register and gain valuable insights into legal matters that affect our association.

I look forward to your participation and collaboration as we work together to make our association even stronger and more responsive to your needs.

Warm regards,

Kyle York
NCVBA President



West		Rocky Mountain		Plains		South	
1	Alaska	7	Arizona	13	Iowa	20	Arkansas
2	California	8	Colorado	14	Kansas	21	Louisiana
3	Hawaii	9	Idaho	15	Minnesota	22	Mississippi
4	Nevada	10	Montana	16	Missouri	23	New Mexico
5	Oregon	11	Utah	17	Nebraska	24	Oklahoma
6	Washington	12	Wyoming	18	North Dakota	25	Texas
				19	South Dakota		
Great Lakes		Southeast		Midwest		Northeast	
26	Illinois	32	Alabama	38	Delaware	44	Connecticut
27	Indiana	33	Florida	39	Maryland	45	Maine
28	Kentucky	34	Georgia	40	New Jersey	46	Massachusetts
29	Michigan	35	North Carolina	41	Pennsylvania	47	New Hampshire
30	Ohio	36	South Carolina	42	Virginia	48	New York
31	Wisconsin	37	Tennessee	43	West Virginia	49	Rhode Island
						50	Vermont

NCBVA Regions		
1	West	Kyle York
2	Rocky Mountain	Bruce Delle Chiaie
3	South	Ethan Leach
4	Plains	John Dukes
5	Great Lakes	Craig Harms
6	Southeast	Cory Blickes
7	Midwest	Todd Dean
8	Northeast	Paul Evans

Goals and Objectives for 2024

Goals

NCBVA continues to work to have a meaningful impact on our industry. Together, we can continue to chart a course that ensures sustainable growth, embraces change, and fulfills our responsibilities to the burial vault community. Our goals for 2024 are to:

- Improve communication among our association
- Help lead the burial vault industry technologically
- Achieve financial health and long-term sustainability within the organization

Purpose & Objective

The **Purpose** of National Concrete Burial Vault Association is to provide a unified voice for the concrete burial vault industry, regardless of product affiliation, brand recognition or location.

The **Objective** of National Concrete Burial Vault Association is to secure cooperative action of concrete burial vault manufacturers or wholesale distributors for the purpose of developing high standards of quality; promote the use of concrete burial vaults by approved advertising and ethical sales methods; encourage fair trade practices among its members; and engage in research and educational activities that will contribute to the growth and improvement of the concrete burial vault industry.

Upcoming Legal Call with Poul Lemasters

Join us for the next legal call on **Tuesday, May 7 at 2:00pm ET** with NCBVA legal counsel Poul Lemasters on [Marjuana in the Workplace](#). Poul will look into some very specific realities of how employers can handle this issue in light of the increasing number of states who have legalized medical and recreational use of marijuana. There is no charge to join the call, but registration is required. [Click here to register](#).



Did you miss our recent legal calls?

Over the past year, we have covered a variety of topics as they relate to the death care industry including:

- [Non-Compete vs Non-Solicitation](#): A discussion on the proposed FTC rule that would ban all non-competes and how it will affect your business.
- [Breaks & Vacations](#): The legal and liability issues of providing time off. Not knowing what you can or should do may cause bigger issues than you think.
- [The Current State of Protecting Information](#): The call shines a light on the private side of a business – confidentiality, rumors, trade-secrets, non-solicitation, and more.

If you missed the calls, NCBVA members have access to the recordings of all legal calls on our [members only page](#). [Email us](#) if you need access.

Important Update on the Non-Compete vs Non-Solicitation Legal Call

On April 23, the United States Federal Trade Commission (FTC) announced the finalization of a significant rule governing noncompete agreements in the workplace. This rule has implications for all businesses. The final rule, effective 120 days from publication in the Federal Register (expected around Labor Day 2024), introduces key provisions impacting noncompete agreements.

Here are a few key takeaways from the FTC Non-Compete Rule:

1. Existing non-competes are void as of the effective date. The new rule will require employers to give current and past employees notice that the employer will not enforce their existing non-competes.
2. Existing non-competes with senior executives remain in force. The non-compete rule defines a senior executive as any employee earning more than \$151,164 per year and in a policy-making position.
3. The new non-compete rule will prohibit entering into new non-competes after the effective date, including with senior executives.
4. The new non-compete rule does not include prohibitions on competing during employment with the employer and does not directly cover non-solicitation provisions.
5. The business sale is excluded from the rule, allowing non-competes for any owner, no matter what percentage of ownership.

What's next? Most people expected that this Rule would quickly face legal challenges based on the argument that the FTC exceeded its administrative authority by outlawing what it deems “unfair methods of competition.” Less than 24 hours after the Federal Trade Commission issued a final rule, the US Chamber of Commerce and the Business Roundtable filed a lawsuit against the agency in federal court in the Eastern District of Texas. Shortly after that, a second lawsuit was also filed in federal court in the Northern District of Texas.

What should you do? Most people agree that this a time to simply wait and see (fancy legal talk!). With legal challenges, as well as a potential change in office, and discussion that legislative lawmakers may try to stop this at the legislative level – all we know is that anything becoming final is very uncertain.

Register for the Tuesday, May 7 call at 2pm ET

No charge to attend, but advance registration is required. The call will be conducted on Microsoft Teams.

Get to Know Our Board – 20 Questions with Jeff Hardy

We want you to get to know our board of directors. Each quarter, we will be highlighting one of our board members. First up is Jeff Hardy, past president of NCBVA.



20 Questions with Jeff Hardy

1. What was the hardest gravesite setup ever? *Lawrence Mass on the side of the hill in the winter with snow and ice everywhere!*
2. How long have you been in the death care industry? *45 years*
3. What was your first job at the vault plant, and how much did you get paid? *Bending hooks for 15 cents a piece*
4. What is your favorite ice cream flavor? *Blackberry*
5. What would your final meal request be if on Death Row? *Prime rib and twice baked potato*
6. Where were you born? *Lowell, MA*
7. Describe a time you got in trouble in grade school. *I don't ever remember being in trouble in grade school, and if I was, I probably just blocked it out.*
8. What are you good at cooking? *Anything on a grill*
9. What one thing really makes your day? *Seeing my grandchildren*
10. What was your first job? *Shoveling guinea pig poop*
11. What was your first car? *1977 Buick Skylark*
12. What book is on your nightstand? *"You Can't Joke About That" by Kat Timpf*
13. What's the coolest experience you've ever had? *Going backstage at a Cream concert at Madison Square Garden and meeting Eric Clapton and Ginger Baker*
14. What are your hobbies? *Drumming and golf*
15. Whom do you most admire? *My dad*
16. What is your proudest moment? *Chairing my first 4th of July parade*

17. Who was your favorite teacher, and why? *Miss Oliphant. I had her in grades 1-3. She was a sweet lady, and my brothers said she was the meanest teacher in school!*
 18. What professional athlete would you like to join for dinner? *Tom Brady*
 19. What is your favorite sports team? *New England Patriots*
 20. What is your favorite season? *Summahhh!*
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Plant Certifications

Our concrete specialists have completed four recent certification visits. When did one of our experienced concrete specialists last visit your vault plant? [View the directory to see if your plant is up to date with certification.](#)

Read [complete details](#) or contact info@ncbva.org to schedule a certification visit. NCBVA Plant Certification is valid for 5 years. As a reminder, if you are a Doric plant, Doric HQ will cover the certification costs (except for the cylinder testing fee).

Recent Certification Visits



**Washington Wilbert Vault Works
Laurel, MD**



Minnick Services, Inc.
Fort Wayne, IN



Southern Ohio Vault
Portsmouth, OH



**Bucher Burial Vault Services
North Bend, OH**

Certified Plant Logo

Certified plant? Let your customers know about it! [Request](#) the **new Certified Plant logo** and add it to your vehicles, website, and/or other marketing materials.



Schedule a Certification Visit with our Concrete Specialists



Patrick Lewandowski: Patrick has 31 years of industry experience and education in civil engineering construction materials working directly in the cement, ready-mix, governmental specification, mining, tunneling, precast, and macro-synthetic fiber industries.

Mike Barry: Mike has worked in the concrete industry since 1978, in QC and operations. He is certified as concrete field technician, flatwork finisher, pervious concrete installation technician, compressive strength testing, windsor probe testing, and nuclear density testing.



Throwback Thursdays

We have been digging through the archives to revisit interesting stories and member profiles from NCBVA's long history. We hope you have enjoyed these blasts from the past! [Like us on Facebook](#) to see what we find next!

- Access to NCBVA plant certification program with a concrete specialist
- Quarterly email updates on industry news and education
- Inclusion in our online active-member directory
- Opportunities to sponsor newsletters, emails, postcards, social posts, or legal calls
- Permission to utilize NCBVA membership logo and decals for trucks, email signatures, signage, and other marketing materials
- Unified voice of the industry to address industry regulations

Single-Site Membership - \$450

Vendor/Supplier - \$450

Multi-Site (manufacturing) Membership - \$1,000



**JOIN/RENEW NCBVA MEMBERSHIP
AND RECEIVE A \$225 DISCOUNT.**

Doric will pay \$225 towards
NCBVA membership dues.

Email Jkeller@doric-vaults.com



**JOIN/RENEW NCBVA MEMBERSHIP
AND RECEIVE A \$225 CREDIT.**

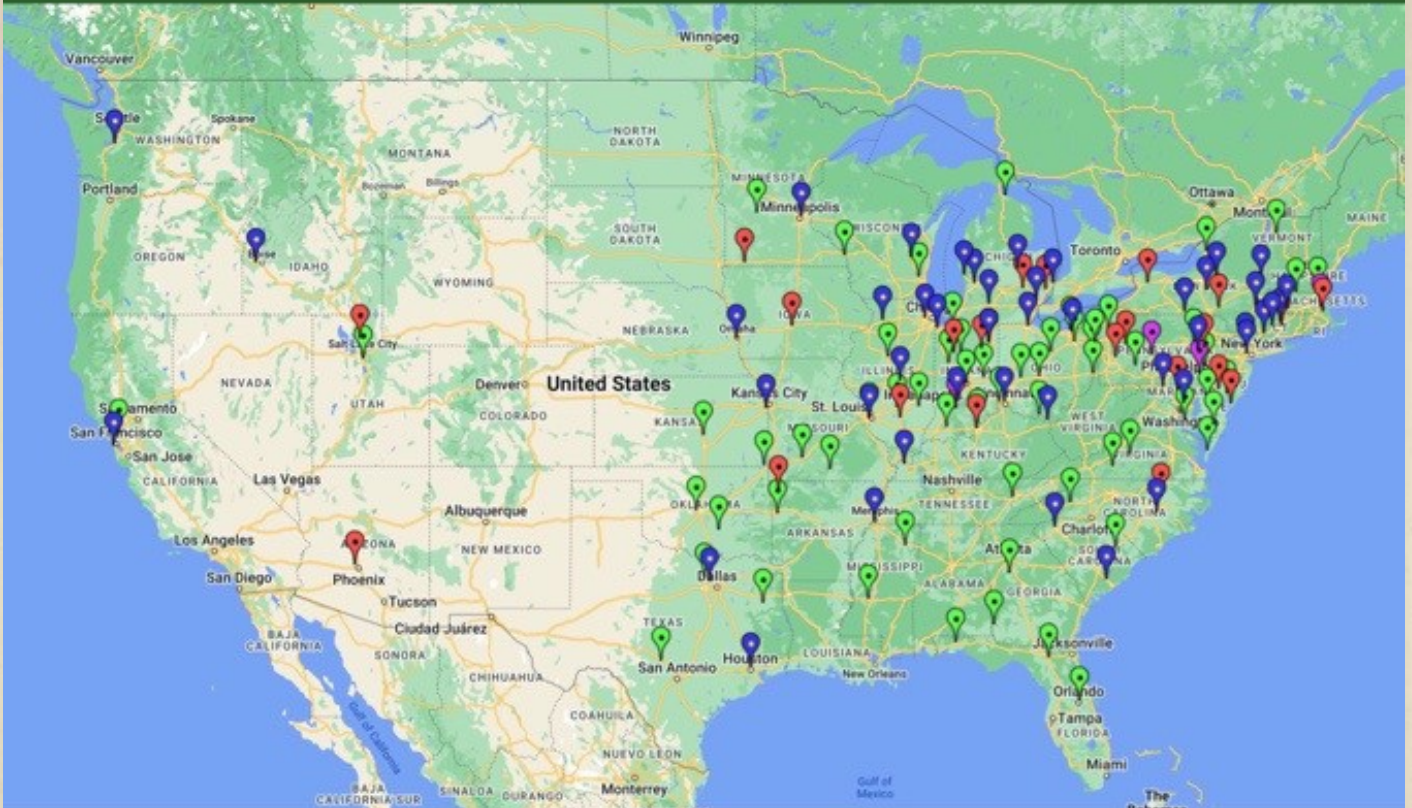
Trigard will credit any dealer \$225 towards
their NCBVA membership dues.

Email custserv@trigard.com

The Importance of a Unified Voice

We are proud of being a unified voice for the burial vault industry regardless of product affiliation, brand recognition, or location. Our non-profit organization represents groups that provide 90% of all outer burial receptacles interred in the US and Canada. We are a network of like-minded companies who share the same values and experiences.

Our Membership Network



[Download/Print NCBVA Membership Form](#)

Add the **new NCBVA Member 2024 logo** to your website. [Send us an email](#) and we will respond with the logo, ready to insert to your marketing materials.

View all NCBVA [members](#).



Thank You to our Vendor Members

[Accurate Wire and Strip Forming, Inc.](#) • [Asphalt Products](#) • [Axis Corporation](#)

[BarChip, Inc.](#) • [Cemetery Funeral Supply](#) • [HD Williams](#)
[Holland Supply, Inc.](#) • [Master Builders Solutions](#) • [Mixer Systems](#)
[Plastic Plaque Products](#) • [T & J Manufacturing Corp.](#) • [Press-Seal Corporation](#)

Accurate Wire and Strip
Forming, Inc.



BarChip Inc.
The Synthetic Fibre Experts



**HD
WILLIAMS**
BENDING METAL SINCE 1967



**MASTER[®]
BUILDERS**
SOLUTIONS



Plastic Plaque
PRODUCTS

T AND J MANUFACTURING



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Ethan Leach, Director
Superior Vault

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To keep up-to-date with industry news, upcoming legal calls, and more, [follow us on Facebook!](#)



Print or Forward the Newsletter

[Download/Print](#) a copy of this newsletter and share it with others who may be interested.



Feel free to **forward this newsletter to a friend or co-worker**. They can join NCBVA or sign up for upcoming communication on the [NCBVA website](#).

Member Bylaws

NCBVA

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