

# AUGUST 2025 NEWSLETTER



## MCAI Office Relocation Notice

The MCAI Headquarters is relocating this week and will be transitioning into our new office during the first few days of August. During this time, it may be difficult for us to get to voicemail or email quickly. We appreciate your patience!

**NEW ADDRESS: 9998 Crosspoint Blvd, Suite 105, Fishers IN, 46038**

## MCAI Golf Outing

**August 11th, 2025**

The annual MCAI golf outing will be held at Pebble Brook Golf Course in Noblesville, IN. The event is sold out but we have a wait list in case of cancellations.

### SCHEDULE OF EVENTS

11:15 A.M. REGISTRATION AND LUNCH  
1:00 P.M. SHOTGUN START  
5:45 P.M. COCKTAILS  
6:15 P.M. DINNER, SCHOLARSHIP  
PRESENTATIONS & PRIZES

## INSIDE THIS ISSUE

- MCAI UPDATES
- Scholarship Information
- Save the Dates
- MCAA News & Events
- Resources



## Mechanical Contractors Association of Indiana

The Mechanical Contractors Association of Indiana, Inc. is a statewide trade association established to represent and service its members in the mechanical industry. It acts as the industry's voice in dealing with the public, state and local government, other construction industry groups, and labor. The MCAI focuses on education, labor relations, and multi-employer collective bargaining



(317) 255-4126



[www.mcai.com](http://www.mcai.com)



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Suite 105, Fishers IN, 46038

# Scholarships



## Beesley Scholarship

### The Recipients of the 2025 MCAI Beesley Scholarships

- Mason Young from Ball State University
- Braidyn Hudson from Indiana State University
- Joycee Redman from Purdue University
- Kyla Robertson from Indiana State University



## Wabash Valley Scholarship



### Attention High School Seniors and College Students

# APPLY NOW!

The Wabash Valley Mechanical Contractors Association Scholarship, a component fund of the Wabash Valley Community Foundation, is available for students residing in the Association's service area.

APPLICATIONS DUE BY AUGUST 28 AT 2:00 PM  
Learn more at [wvcf.org/WVMCA](http://wvcf.org/WVMCA)



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# Apprenticeship on the Rise



Indiana has secured a \$6.25 million federal grant to expand registered apprenticeships, boosting access to high-paying, in-demand careers. The funding—part of an \$84 million U.S. Department of Labor initiative—includes \$1.28 million to strengthen existing programs and \$4.9 million to launch new models and reduce barriers for employers.

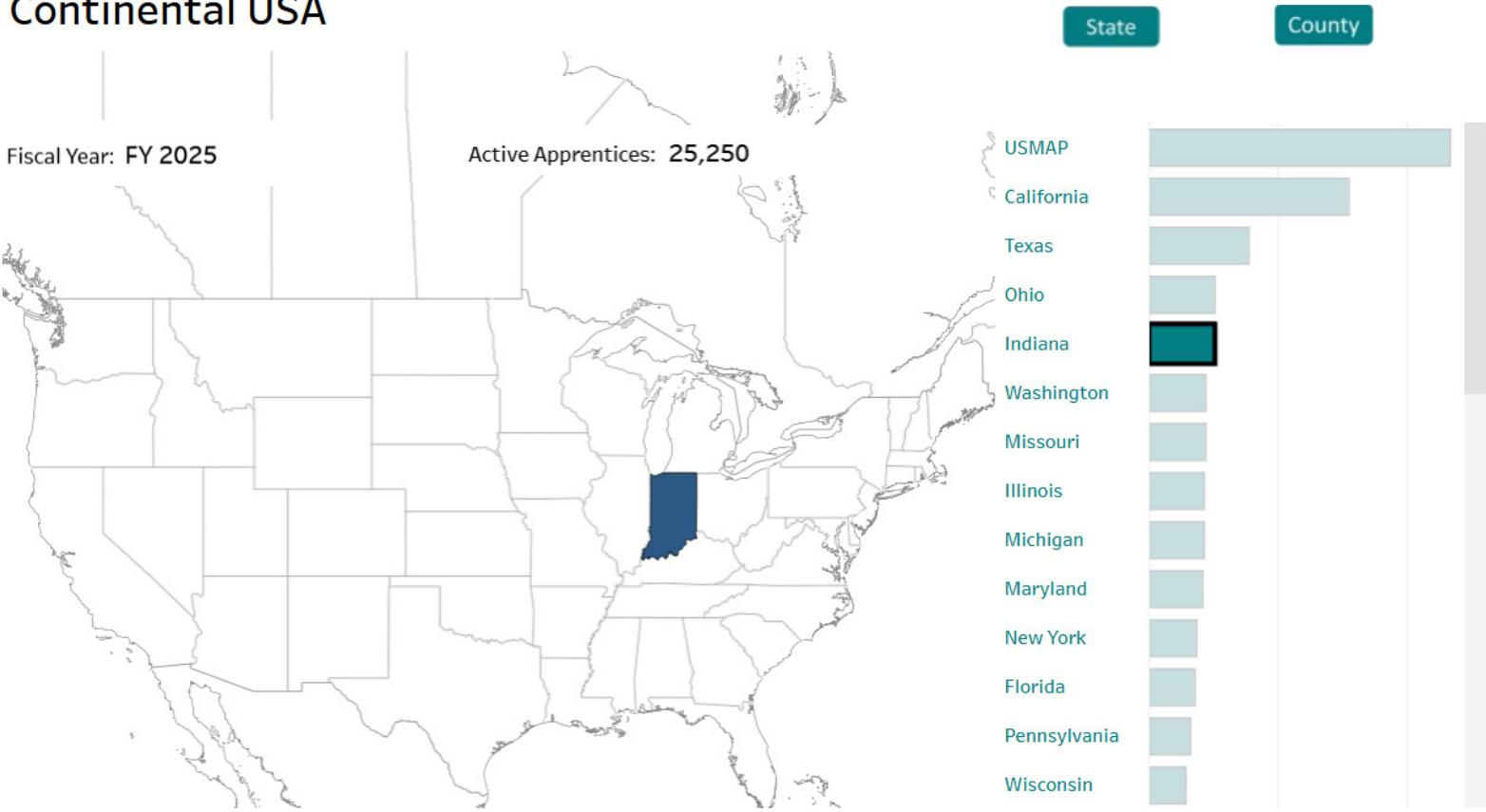
Governor Mike Braun emphasized the state's commitment to workforce innovation, while DWD Commissioner Josh Richardson highlighted the impact on talent pipelines and employer needs. The Registered Apprenticeship Program (RAP) combines classroom instruction, on-the-job training, and mentorship in fields like construction, agriculture, and health sciences.

With 25,250 active apprentices in FY2025, Indiana is near the lead in apprenticeship growth—driven in part by a recent high school diploma redesign and new initiatives like CEMETS iLab Indiana, which expand youth work-based learning opportunities.

Apprentice Growth by Fiscal Year

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Apprentice Count	11,668	12,866	14,241	18,056	20,016	19,196	21,251	22,524	22,955	25,028	25,250
Year over Year		▲ 10.27%	▲ 10.69%	▲ 26.79%	▲ 10.86%	▼ -4.10%	▲ 10.71%	▲ 5.99%	▲ 1.91%	▲ 9.03%	▲ 0.89%
Growth from 2015		▲ 10.27%	▲ 22.05%	▲ 54.75%	▲ 71.55%	▲ 64.52%	▲ 82.13%	▲ 93.04%	▲ 96.73%	▲ 114.50%	▲ 116.40%

## Continental USA





# AUGUST

# 2025

4

AUGUST

## Local 440 JATC Meeting

4 PM – 6 PM

7

AUGUST

## Local 136 JATC Meeting

1:30 PM – 2:30 PM CST

7

AUGUST

## MCA SI Chapter Dinner

Evansville Country Club, 5:30 PM – 7:30 PM CST

11

AUGUST

## MCAI State Golf Outing

Pebble Brook Golf Course, 11:15 AM – 7 PM

16

AUGUST

## SJV Picnic

Potawatomi Zoo, South Bend IN, 12 PM – 3 PM

18

AUGUST

## SCA Meeting

MCAI NEW Headquarters, 11:30 AM – 1 PM

20

AUGUST

## Local 166 JATC Meeting

Local 166 Office, 2 PM – 4 PM

21

AUGUST

## Fort Wayne MCA Golf Outing

Pine Valley, 11 AM – 5 PM

21

AUGUST

## MCPC Chapter Meeting

Ruth's Chris 5 PM – 7 PM



**Ledbetter  
Partners LLC**

## 2025 ERISA BOOT CAMP

# SAVE THE DATE

**THURSDAY, OCTOBER 2<sup>ND</sup>**

12:00PM – 5:00PM

+ SOCIAL EVENT AFTER FINAL SESSION

**& FRIDAY OCTOBER 3<sup>RD</sup>**

8:30AM – 12:00PM

LOCATION:

**PLUMBERS &  
PIPEFITTERS  
LOCAL 189  
UNION HALL**

1250 KINNEAR RD.  
COLUMBUS, OH 43212

**COMPLIMENTARY  
EDUCATIONAL SEMINAR  
WITH PANEL  
PRESENTATIONS ON:**

- ERISA Pension Plans
- ERISA Health Plans
- Apprenticeship Programs
- Trustee Responsibilities

Email Lisa Blouin at [lblouin@fringebenefitlaw.com](mailto:lblouin@fringebenefitlaw.com) to register.  
Email Paul Stoehr at [pstoehr@fringebenefitlaw.com](mailto:pstoehr@fringebenefitlaw.com) for more information.  
Detailed invitation to follow.



# 2025 Christmas Parties!

**4**  
December

## **MCAI Christmas Party**

Ruth's Chris 86th st, Indianapolis, 6 PM – 9 PM

**5**  
December

## **MCA SI Christmas Party**

Evansville Country Club, 5 PM – 10 PM

**8**  
December

## **440 JATC Christmas Party**

St. Elmo Steak House, Indianapolis, 5:30 PM – 8:30 PM

**10**  
December

## **SJV Christmas Party**

Morris Park Country Club, South Bend IN,

**11**  
December

## **MCA FW Christmas Party**

Ruth's Chris, 5:30 PM – 8:30 PM

**12**  
December

## **SCA Christmas Party**

Eddie Merlot's, Indianapolis





## HFI BLOOMINGTON OPERATIONS & TOUR



HFI Bloomington HQ  
1331 S Curry Pike  
Bloomington, IN 47403



August 22, 2025



11:15AM - 4:00PM

## AGENDA:

We will meet at HFI Bloomington HQ (see address above).  
Transportation will be provided to shuttle all attendees to the Fab Shop.

- 11:30–12:15 PM – Lunch & Speakers
- 12:15–2:30 PM – Fountain Drive Tour
- 2:30 PM– 4:00 PM – Curry Pike Tour + Happy Hour
- **NOTE: CLOSED-TOE SHOES REQUIRED!**

HFI is thrilled to welcome the incredible women of WiMI!  
We're excited to host you and are committed to making this a memorable event.

Please reach out to Kala Ratcliff to RSVP

**\$20 Per Person to Attend!**



MCA of Indiana  
**WOMEN** in the  
**MECHANICAL**  
**INDUSTRY**

**QUESTIONS? :**

✉ Kala Ratcliff: [kratcliff@harrell-fish.com](mailto:kratcliff@harrell-fish.com)  
✉ Addison DeLong: [adelong@harrell-fish.com](mailto:adelong@harrell-fish.com)



**Registration for the UA/MCAA Labor Relations Conference is now open.  
We encourage you to register promptly, as space is limited and fills quickly.**

**Details for this and other events are available on the MCAA website under the Calendar section.**

SEP

8

## 2025 Fabrication Conference

September 8 - September 10, 2025  
Philadelphia, PA

[REGISTER](#)



MCAA's Fabrication Conference focuses on cutting-edge fabrication applications and tours of MCAA member fabrication facilities.

SEP

15

## Field Leaders Conference, September 2025

September 15 - September 17, 2025  
Toronto, Ontario

[REGISTER](#)



Foremen and other supervisory-level field personnel have an opportunity to understand what their employers expect and what they should be doing as leaders.

SEP

25

## Foundations of Field Leadership Course 9

September 25 - November 13, 2025

[REGISTER](#)



A new online program for new or aspiring field leaders covering concepts and practices essential to running a successful mechanical jobsite.

**REGISTRATION OPENS JULY 9**

OCT

5

## 2025 Collective Bargaining Conference

October 5 - October 7, 2025  
Las Vegas, NV

[REGISTER](#)



Attendees will learn negotiating techniques and constructive approaches that will improve workforce performance along with contractor and industry competitiveness.

OCT

7

## 2025 UA/MCAA Labor Relations Conference

October 7 - October 9, 2025  
Las Vegas, NV

[REGISTER](#)



The conference, jointly hosted by the United Association (UA) and MCAA, will feature networking opportunities, and panel discussions focused on topics such as the current need for manpower, organizing, workforce development, and other topics that involve our UA/MCAA partnership.

NOV

9

## 2025 MSCA Annual Education Conference

November 9 - November 12, 2025  
Scottsdale, AZ

[REGISTER](#)

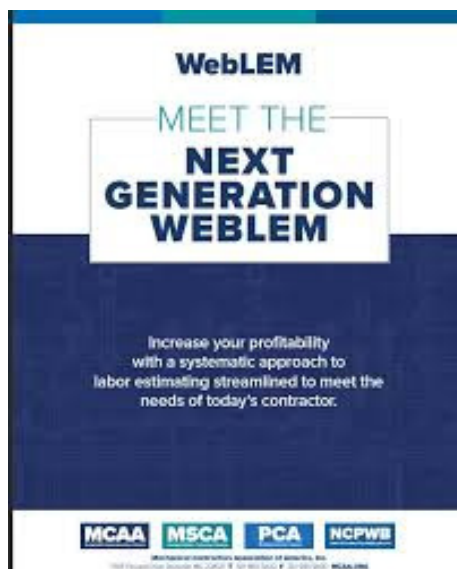


Take advantage of the visionary point of view and cutting-edge educational offerings that characterize the only industry conference specifically for the nation's premier mechanical service contracting companies.

## Resource Highlight: MCAA's Working at Heights Safety & Health Resources

Working at heights continues to be one of the most dangerous parts of construction and service. Each year falls are the leading cause of workplace fatalities and fall protection is the most cited OSHA violation. MCAA's Working at Heights resources, which include training on Aerial Lift Safety, Fall Prevention and Protection, Ladder Safety, and Scaffold Safety, help keep workers safe, while model programs on fall protection and fall rescue simplify OSHA compliance. These are just a few of MCAA's educational resources that are free to MCAA members as a benefit of membership.

<https://www.mcaa.org/initiatives/safety-health-initiative/700-safety-health-resources/>



## DISCOVER



## WORKING AT HEIGHTS SAFETY RESOURCES

## WebLEM

The Web-based Labor Estimating is an online resource -- in fact, MCAA's most popular and valuable online business tool for mechanical contractors. This resource is available to MCAA and MSCA contractors, free as a benefit of your membership! Quickly search and retrieve data across the entire database with direct links to matches. Access up-to-date labor units for the latest products and joining methods, with new or updated items highlighted in yellow for 12 months. You can also download MCAA's standard for BIM content creation to help streamline collaboration across the industry. Link:

<https://www.weblem.org/Account/Login?ReturnUrl=%2F>

## It's Getting Hot in Here

- As summer starts, construction workers face heightened risks due to the heat. **Providing water, shade, and breaks** is essential, but effectively managing heat dangers goes beyond these measures.
- **Contech** can help! Leveraging tools like the OSHA and NIOSH app for real-time heat index and risk levels can enhance safety. By combining traditional methods with modern technology, the industry can better manage heat risks this summer.
- In construction, achieving the best results often requires using multiple tools rather than relying on a single one. Protecting our team from the heat is no different.





# For Managers: Your Employee Assistance Program



## What is the Employee Assistance Program?

The EAP is provided by ComPsych® GuidanceResources® and offers counseling, legal and financial consultation, work-life assistance and crisis intervention services to employees and their dependents free of charge.

## Why provide an EAP?

The EAP offers counseling, guidance and tools for emotional, financial, legal and other issues. Helping employees and their dependents ensures that these issues don't spill over into the workplace and harm productivity or morale.

## Is the service confidential?

Yes, the EAP is strictly confidential. No information about participation in the program is provided to the employer.

## Why should managers use the EAP?

The EAP is a referral resource when an employee expresses concerns over or suffers performance problems due to a personal issue. As a manager, it is not your job to be a professional counselor or best friend. The EAP can handle that for you.

## Why might an employee or his/her dependents use the services of the EAP?

There are many reasons for employees to take advantage of these services, including when they:

- Are feeling overwhelmed by balancing work and family
- Are experiencing stress, anxiety or depression
- Are dealing with grief and loss
- Need assistance with child or elder care
- Have legal or financial questions
- Have concerns about substance abuse for themselves or a dependent

## Under what circumstances might a manager refer an employee to the EAP?

All employees can experience personal difficulties that can impact their performance at work. As a manager, you can suggest the EAP to an employee as a confidential resource provided at no charge.

## What happens when employees call the EAP?

When employees call, they will speak with a GuidanceConsultant<sup>SM</sup>, a master's- or PhD-level counselor who will collect some general information and will talk with them about their needs. The GuidanceConsultant<sup>SM</sup> will provide the name of a counselor who can assist them.

## Can employees' children use the EAP?

Yes. The EAP is a confidential benefit for employees and their household family members.

## Compsych is the New EAP Provider for the ISPTA / MCAI Drug Trust

**COMPSYCH®**  
GuidanceResources® Worldwide



**24/7 Live Assistance:**  
**Call: 844-206-1073**  
**TRS: Dial 711**



**Online: [guidanceresources.com](https://www.guidanceresources.com)**  
**App: GuidanceNow<sup>SM</sup>**  
**Web ID: ISPTAEAP**

