

OCTOBER 2025 NEWSLETTER



MCAI Office Relocation Notice

All mail should now be directed to our new address listed below:

PLEASE NOTE:

**NEW ADDRESS: 9998 Crosspoint Blvd,
Suite 105, Indianapolis, IN, 46256**

MCAI Headquarters Open House

The Mechanical Contractors Association is excited to announce an Open House for our new headquarters on Monday, November 17, from 3:00–7:00 p.m. Join us for hors d'oeuvres, drinks, and great company as we celebrate this new chapter together.

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Drug Trust Policy Change

The Trustees of the ISTPA/MCAI Drug Test Trust recently made a change in the time period required before an employee who tests positive can re-test.

Previously the standard was that a re-test could not be done until 30 days (and return to duty approved by SAP) following a positive test. The change made by the Trustees cuts that timeframe down to 14 days following a positive test, assuming all other return to duty conditions have been met.

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



9998 Crosspoint Blvd,
Suite 105, Indianapolis, IN,
46256

Skilled trades initiatives expand as demand for workers is projected to grow

The BLS Occupational Outlook Handbook, which includes information on about 600 occupations, says the need for HVAC-R mechanics and installers is expected to grow 8% and add about 40,100 openings per year through 2034. The need for plumbers, pipefitters, steamfitters and general maintenance and repair workers is projected to grow 4% in the next decade, according to the data. The Home Depot Foundation recently announced a \$10 million investment to broaden access to skilled trades training, including a \$1 million partnership with Boys & Girls Clubs of America to introduce more young people to career opportunities in the construction trades.

MCAA Student Chapter Competition Released

The 2025-2026 MCAA Student Chapter Competition was released on September 10th. MCAA extends its sincere appreciation to Helm Group (Freeport, IL) for providing the project, which requires the teams to act as the mechanical contractor for a water park project in Florida. Click Here: [LEARN MORE](#)

The MCAI Job Fair took place on September 10, 2025, at Local 440, bringing together all three student chapters. During the event, students had the opportunity to connect with industry professionals and receive a detailed briefing on this year's competition.

Women in the Mechanical Industry (WIMI)



On August 22nd, Harrell-Fish, Inc. hosted the Indiana Women in the Mechanical Industry group at their Bloomington headquarters for a day of learning, connection, and behind-the-scenes access. Guest speakers included HFI President, Jeff Miller, Field Operations Manager Michael Bruner and Safety Coordinator Samantha Creech. The attendees explored HFI's fabrication and warehouse operations firsthand, toured the office and shared meaningful conversations that sparked new connections and ideas.

OCTOBER

2025

2

October

Local 136 JATC Meeting

1:30 PM – 2:30 PM CST

2

October

MCA SI Chapter Dinner

Bauerhaus, 5:30 PM – 7:30 PM CST

3

October

NCPWB Board Meeting

Zoom, 10:00 AM – 12:00 PM

13

October

Local 440 JATC Meeting

4 PM – 6 PM

15

October

Local 166 JATC Meeting

Local 166 Office, 3 PM – 4 PM

15

October

MCA FW Chapter Dinner

Ruth's Chris, 5 PM – 7 PM

16

October

MCPC Chapter Meeting

Ruth's Chris 5 PM – 7 PM

22

October

MCA SJV Board Meeting

Copper Rock, 4:30 PM – 6 PM

23-24

October

MCA SI/UA Labor Management Meeting

French Lick

27

October

SCA Meeting

MCAI NEW Headquarters, 11:30 AM – 1 PM

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 CST

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

Upcoming Classes

5
December

• **Day 10: Creating Highly Effective PM/Foreman Relationships**

• NEI Instructor: John Koontz

• Location: MCAI Headquarters 9998 Crosspoint Blvd Indianapolis IN 46256

This seminar will identify and explain the top 10 components that define a great partnership and demonstrate how these components specifically apply to critical project management topics such as planning, scheduling, cost control, productivity, fabrication, contract management, documentation, change order management, customer management, and servant leadership. Students will learn why all wildly successful projects have two highly effective servant leaders, a foreman and a project manager, who understand the importance of working hard to develop a strong project partnership. This seminar will place a special emphasis on why the following critical project activities must be jointly created and developed by the project manager and foreman: • Mechanical project schedule • Labor budget/labor cost control system • Fabrication/coordination/CAD plan • Safety/risk management/control plan

6
January

• **Strategic Negotiation Skills Session 1**

• NEI Instructor: Richard Barnes

• Location: MCAI Headquarters 9998 Crosspoint Blvd Indianapolis IN 46256

This session presents a framework into which any negotiation can be placed. Instead of telling you what to do, this program helps you identify the critical moments in negotiation and how to make the strategic decisions that are most effective. Each participant will leave with an understanding of game theory and its impact on negotiation, the advanced language of professional negotiation and the negotiation framework that explains competitive, cooperative and collaborative approaches. This session focuses on key strategies to use in the settlement of even the most difficult negotiation.

23
January

• **The AI Blueprint: Transforming How Contractors Work**

• Instructor: Kevin Norvell

• Location: MCAI Headquarters 9998 Crosspoint Blvd Indianapolis IN 46256

This interactive training will explore how artificial intelligence can support everyday business operations – from drafting proposals and safety briefings to analyzing job cost data and improving productivity. Participants will bring laptops and practice real-world applications, leaving with practical skills, tailored resources, and a clearer understanding of how AI can create immediate value in their businesses.

For questions regarding the classes or to request additional information, please contact Heather or Brant at MCAI. Registration forms will be distributed in advance of each class. Classes will be limited to the first 40 who register.

Registration for the UA/MCAA Labor Relations Conference has limited spots left. The registration for MCAA26 Convention is now open! If you have any questions please reach out to Chris or Brant

OCT

5

2025 Collective Bargaining Conference

**October 5 – October 7, 2025
Las Vegas, NV**

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

[REGISTER](#)

MCAA

OCT

7

2025 UA/MCAA Labor Relations Conference

**October 7 – October 9, 2025
Las Vegas, NV**

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.

[REGISTER](#)



NOV

9

2025 MSCA Annual Education Conference

**November 9 - November 12, 2025
Scottsdale, AZ**

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.

[REGISTER](#)

MSCA

DEC

3

2025 Industry Funds Conference

**December 3 - December 5, 2025
Longboat Key, Florida**

Learn the proper use of industry improvement funds, including ideas for beneficial programs which they can subsidize.

[REGISTER](#)



JAN

12

2026 Safety & Health Conference

**January 12 - January 14, 2026
Austin, TX**

MCAA, SMACNA, TAUC have partnered together to host the Safety & Health Conference, the biggest construction safety event of the year. The conference brings together safety professionals from across the construction industry to collaborate and explore the challenges and opportunities...

[REGISTER](#)



JAN

26

2026 MEP Innovation Conference

**January 26 - January 28, 2026
Austin, TX**

Known as the best technology conference for mechanical, electrical, plumbing, service and sheet metal contractors, this conference will provide educational sessions led by contractors from all three trade associations.



MAR

15

2026 MCAA Annual Convention

**March 15 – March 19, 2026
Phoenix, AZ**

Enjoy MCAA's premier event with an abundance of educational workshops, riveting special sessions, outstanding exhibits, and social functions that never fail to amaze and delight.

[REGISTER](#)



New MCAA Safety Resource Video: Be Ready for An OSHA Inspection

An OSHA inspection doesn't have to be stressful. With the right preparation, your supervisors can confidently manage the process from start to finish.

MCAA's Preparing For & Properly Handling OSHA Inspections for Supervisors video is now available to help your team:

- Understand the purpose of opening and closing conferences
- Navigate the inspection itself
- Plan for post-inspection follow-up
- Determine next steps if a citation is issued

This resource is available in both English and Spanish as part of MCAA's commitment to supporting the safety of every worker in our industry.

Access this video—along with 700+ additional safety and health resources—on MCAA's website.

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

Resource Highlight: MCAA's Mental Health Awareness Resources

Construction is a demanding, high-stress profession with one of the highest suicide rates in the nation. Providing training and connecting people with treatment services can be hard. MCAA's Mental Health Awareness resources simplify the process. These are just a few of MCAA's educational resources that are free to MCAA members as a benefit of membership.

Click Here: [**LEARN MORE**](#)



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 GuidanceConsultantSM, a master's- or PhD-level counselor who will collect some general information and will talk with them about their needs. The GuidanceConsultantSM 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®
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24/7 Live Assistance:
Call: 844-206-1073
TRS: Dial 711



Online: [guidanceresources.com](https://www.guidanceresources.com)
App: GuidanceNowSM
Web ID: ISPTAEAP

