

DECEMBER 2025 NEWSLETTER



Holiday Office Closure

Please note that the MCAI office will be closed on December 25th and 26th in observance of the Christmas holiday. We will resume normal business hours on Monday December 29th. The office will also be closed on January 1st and 2nd for the New Year and will reopen on Monday, January 5th.

We wish everyone a safe and joyful holiday season!

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2025 Year -End Highlights

As we wrap up another productive year, we're proud to reflect on several key accomplishments across the association. This year marked the opening of our new MCAI headquarters, a major milestone that strengthens our ability to serve members, host meetings, and support industry initiatives. We continued to see steady work across the state, with several significant projects underway—including major school builds, data centers, hospital work, and other large-scale developments that showcase the strength of our contractors and workforce.



Our committees remained active throughout 2025, focusing on workforce development, apprenticeship improvements, and statewide labor-management collaboration. Member engagement was strong at the chapter level, and we capped off the year with a successful Open House.

We are grateful for the hard work and engagement of our contractors, Board members, UA partners, associate members, local trustees, and industry leaders. Your participation is what makes this association strong.

As we head into 2026, MCAI is positioned for continued growth, new opportunities, and another successful year working together.

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.



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Strengthening Our Industry Together



IRC to Effectively Resolve Labor-Management Disputes

The UA and its signatory contractor partners are experiencing unprecedented labor and construction demand, helping them grow union market share. A unionized workforce provides the stability needed to attract new contractors and secure owner commitments to union labor. This stability depends on reliable, cost-effective resources for resolving jobsite and bargaining disputes. A new White Paper, Utilizing the Industrial Relations Council to Effectively Resolve Labor-Management Disputes, proposes the Industrial Relations Council (IRC) as a faster, more affordable, and effective alternative for keeping it within our industry.

Content of the White Paper, which was discussed during the 2025 UA/MCAA Labor Relations Conference, covers:

Rules, Regulations, and Policies of the Council, Negotiation Matters, Grievance/Arbitration Matters. Learn more here: [LINK](#)

WHAT IS THE INDIANA CAREERS IN CONSTRUCTION ASSOCIATION?

The Indiana Careers in Construction Association (ICCA) represents more than 60 different construction apprenticeship training facilities throughout Indiana. The mission of the ICCA is to educate career bound and college bound Hoosiers about educational and career opportunities in the construction Industry. Their mission is to recruit, train and place a new generation of construction professionals seeking high demand careers with strong salary potential. Check out their [website](#) to learn more!

The outreach team travels the state to meet with union leaders, contractors, industry associations, educators and workforce development agencies to build recruiting partnerships that will attract a new generation of talent to the construction industry. The Built To Succeed program was created to be a resource for educators, students and others who want to learn more about the benefits of careers in the union construction industry. Apprenticeships with union building trades offer opportunities and premium career advancement for those interested in a career in construction.

Women in the Mechanical Industry (WIMI)

WIMI 2025 RECAP: A YEAR OF IMPACT, GROWTH, AND CONNECTION

2025 was a standout year for Women in the Mechanical Industry (WiMI) in Indiana. From hands-on experiences to meaningful service, our chapter continued to grow in strength, purpose, and community.

SERVICE IN ACTION

One of the year's highlights was a fall gathering where members assembled 80 hygiene kits for Teachers' Treasures, supporting educators and students in need. It was a powerful reminder of WiMI's commitment to giving back and making a difference beyond the jobsite.

INDUSTRY INSIGHT

Members had the opportunity to tour three impressive mechanical projects this year:

- A behind-the-scenes look at Lucas Oil Stadium, offering insight into the systems that power one of Indiana's most iconic venues.
- The HFI Fab Shop, where members explored fabrication processes and innovations in mechanical construction.
- The University of Notre Dame's new football operations facility, hosted by D.A. Dodd.

CONFERENCE CONNECTIONS

Many Indiana members attended the WiMI National Conference in Kansas City, MO, expanding their networks and bringing back fresh ideas and energy to our local chapter.

GRATITUDE AND GROWTH

With strong participation, new faces, and continued support from industry partners WiMI Indiana is thriving. We're proud of the momentum we've built—and even more excited for what's ahead.



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DECEMBER

2025

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December

Ball State Student Chapter Golf Outing

1 PM – 4 PM at Top Golf (Fishers, IN)

4

December

MCAI State Board Meeting

1:30 PM – 4:30 PM at the MCAI Office

8

December

Local 440 JATC Meeting

4:00 PM – 6:00 PM

10

December

MCA SJV Board Meeting

Morris Park Country Club,
4:30 PM – 6:00 PM

17

December

ISPTA Drug Trust Meeting

11:00 AM – 12:00 PM ; Zoom

17

December

Local 166 JATC Meeting

3:00 PM – 4:30 PM

Christmas Parties!

4

December

MCAI Christmas Party

Ruth's Chris 86th st, Indianapolis, 5:30 PM – 9 PM

5

December

MCA SI Christmas Party

Evansville Country Club, 6 PM – 10 PM CST

10

December

SJV Christmas Party

Morris Park Country Club, South Bend, IN,
6 PM – 9 PM

11

December

MCA FW Christmas Party

Ruth's Chris, 5:30 PM – 8:30 PM

12

December

SCA Christmas Party

Eddie Merlot's, Indianapolis, 6 PM – 9 PM

Upcoming Classes

5
December

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

• NEI Instructor: John Koontz

• Location: Hilton Garden Inn 9785 N by NE Blvd, Fishers, IN 46037

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.

MCAA's New Online Directory Is Here!

MCAA's new online directory is now available. Head to the directory any time you want up-to-date information to help you easily search for and connect with fellow contractors, suppliers, and service providers. [**LEARN MORE**](#)

Learn How to Maximize the Impact of IIFs with the Updated MCAA Industry Improvement Fund Operations Guide

The newly-updated MCAA Industry Improvement Fund Operations Guide provides mechanical contractors, association leaders, and fund administrators with practical, legally grounded advice for organizing, administering, and maximizing the impact of Industry Improvement Funds (IIFs) so they can approach fund management with clarity and confidence. [**LEARN MORE**](#)

MSCA25 Benchmark Survey Results Are In

Every three years, MSCA conducts a comprehensive Benchmark Survey to capture a snapshot of our industry — and the results are in! [**LEARN MORE**](#)

Government Affairs Update

As part of its ongoing commitment to protecting your livelihood and setting the stage for a bright future, MCAA has secured the services of Longbow Public Policy Group to advise our MCAA Government Affairs Committee (GAC). GAC Chair, Jim Gaffney will be passing along information relative to our industry on a regular basis. [**LEARN MORE**](#)

Nominations Open for the 2025 MCAA/MILWAUKEE TOOL Safety Professional of the Year Award!

December 15, 2025 | Nominations Due

Have you been meaning to nominate someone for the MCAA/MILWAUKEE TOOL Safety Professional of the Year award? There's no time like the present! This prestigious award is presented annually to a mechanical industry safety and health professional who has led their company to achieve an exceptionally high degree of safety excellence. Since its inception in 2018, seven outstanding individuals have received this honor—your nominee could be number eight! [**LEARN MORE**](#)



MCAA EVENTS



The registration for MCAA26 Convention is now open! If you have any questions please reach out to Chris or Brant. Registration for MCAA's online Foundations of Field Leadership courses is NOW OPEN!

DEC

3

2025 Industry Funds Conference

December 3 - December 5, 2025
Longboat Key, Florida

[REGISTER](#)



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

JAN

8

Foundations of Field Leadership Course 11

January 8 - February 26, 2026

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

CLOSED: SPACE OPEN IN FFL COURSE 12



JAN

12

2026 Safety & Health Conference

January 12 - January 14, 2026
Austin, TX

[REGISTER](#)

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...



JAN

13

Foundations of Field Leadership Course 12

January 13 - March 3, 2026

[REGISTER](#)

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



JAN

26

2026 MEP Innovation Conference

January 26 - January 28, 2026
Austin, TX

[REGISTER](#)

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

[REGISTER](#)

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.



APR

7

Field Leaders Conference, April 2026

April 7 - April 9, 2026
Houston, TX

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



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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®
GuidanceResources® Worldwide



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



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

