

# JANUARY 2026 NEWSLETTER



## Membership Update

Stay informed on MCAI education opportunities, legislative developments, and events designed to support our members and strengthen the mechanical contracting industry.



## LOCAL 440 JATC UPDATE

Roch Richardson, President of General Piping Inc., has concluded an extraordinary 30-year tenure with the Local 440 JATC, where he most recently served as Chairman of the committee. Throughout his decades of service, Roch demonstrated a steadfast commitment to advancing workforce development, strengthening training standards, and supporting the long-term success of the mechanical contracting industry. His leadership, insight, and dedication have had a lasting impact on both the committee and the many individuals who have benefited from its work. On behalf of MCAI, we extend our sincere gratitude and appreciation to Roch for his years of service, leadership, and unwavering commitment to the industry.

## INSIDE THIS ISSUE

- MCAI UPDATES
- Save the Dates
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- 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



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46256

# Strengthening Our Industry Together



## TOP NOTCH TURNS 50

In January 2026, Top Notch of Indiana will proudly kick off a year-long celebration marking the 50th Anniversary as a union construction labor-management partnership. This golden milestone will honor the half-century foundational success rooted in its unique model: the effective and enduring partnership between Indiana's skilled construction unions and their signatory contractor partners. This collaborative partnership has sustained Indiana's most critical projects providing an innovative and prosperous construction industry across the state.

Ultimately, it is our people who make the difference. Top Notch People. Top Notch Work.

Throughout the year, the campaign will feature initiatives—from member spotlights and community-focused service projects to the rollout of an official 50th-anniversary identity—all designed to recognize the unwavering commitment of the unions and contractors of the Indiana Union Construction Industry who continue to build Indiana's future.



## 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)

The MCAI Women in the Mechanical Industry's next event will be a virtual professional development workshop on February 18, 2026. Members will complete individual DiSC® personality assessment online. Then join a live, interactive virtual session led by Sandi Ballard, DiSC® Certified Business Coach, to learn how DiSC® can improve communication, teamwork, and leadership skills. DiSC® is a proven tool for building stronger teams and more confident leaders. This session will help the members understand their communication style and collaborate more effectively.



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# Save the Dates

**MCA**  
INDIANA

# JANUARY

# 2026

8

January

## Local 136 JATC Meeting

Local 136 Office  
1:30 PM – 3:30 PM CST

8

January

## MCA SI Chapter Meeting

Biaggi's  
5:30 PM – 7:30 PM CST

12

January

## Local 440 JATC Meeting

Local 440 Office  
4:00 PM – 6:00 PM

13

January

## Local 166 Health & Welfare

Local 166 Office,  
9:00 AM – 12:00 PM

13

January

## Local 166 Pension Meeting

Local 166 Office  
12:30 PM – 2:30 PM

14

January

## MCA WV Holiday Party

Rick's Boatyard Cafe  
6:00 PM – 8:30 PM

15

January

## MCPC Chapter Meeting

Ruth's Chris  
5:00 PM – 7:00 PM

21

January

## Local 166 JATC Meeting

Local 166 Office  
3:00 PM – 5:00 PM

21

January

## MCA FW Chapter Meeting

Ruth's Chris  
5:00 PM – 7:00 PM

26

January

## SCA Chapter Meeting

MCAI Office  
11:30 AM – 1:00 PM

## Upcoming Classes

**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.

Here is a link Kevin shared regarding our upcoming class. **LINK:** [https://youtube.com/shorts/fiEJ\\_0SSdGg](https://youtube.com/shorts/fiEJ_0SSdGg)

**3**

February

### Lessons in Leadership

Instructor: Mark Matteson

Location: MCAI Headquarters 9998 Crosspoint Blvd Indianapolis IN 46256

MCAI is pleased to host an education session with Mark Matteson, Lessons in Leadership, designed with a top-down approach to leadership development. This session focuses on how effective leadership from Owners and General Managers sets the tone for success throughout an organization. Participants will gain practical insights, real-world examples, and actionable strategies to strengthen teams, improve communication, and drive performance across their companies. This session is ideal for leaders who want to sharpen their leadership impact and create alignment from the top down.

**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.**

## Harrell-Fish Inc. Partners with New State Capital Partners to Accelerate Growth

MCAA member Harrell-Fish Inc. (HFI), a leading provider of mechanical installation and maintenance services, has announced a strategic partnership with New State Capital Partners (New State), a private investment firm based in New Rochelle, NY. This collaboration marks a significant milestone in HFI's journey as it positions itself for accelerated growth and expanded market reach in the mechanical contracting sector.

**[LEARN MORE](#)**

## MCAA Board of Directors Nominations are Due January 15, 2026

The future of MCAA is fundamentally linked to the quality of the individuals who serve on its Board of Directors. MCAA members who would like to be considered for one of three vacancies are encouraged to learn more and complete the application. Applications should be returned no later than January 15, 2026. Candidates and their spokespersons will be scheduled for interviews at the 2026 MCAA Annual Convention. Those who are selected will begin their terms in March 2026. **[LEARN MORE](#)**

## MCAA Government Affairs Update for the Week of December 22, 2025: The Latest Developments Impacting Our Industry

The mechanical contracting industry is one of the most complex sectors in construction—marked by multifaceted team structures, tight margins, variable project scopes, and a rotating workforce drawn from multiple unions. MCAA's Management Methods Bulletin, Mechanical Contracting: An Industry Overview, provides a grounding in how mechanical contracting businesses truly operate to help our members better understand their business and lead with clarity. It's just one of MCAA's educational resources that are free to MCAA members as a benefit of membership.

**[LEARN MORE](#)**

## Resource Highlight: MCAA's Mechanical Contracting: An Industry Overview

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](#)**



# 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!**

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

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

13

## Foundations of Field Leadership Course 12

January 13 - March 3, 2026

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

Registration for this session has closed.



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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.

[REGISTER](#)



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](#)



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.

[REGISTER](#)



APR

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## MSCA Field Supervisors

April 13 - April 14, 2026

More information coming soon!



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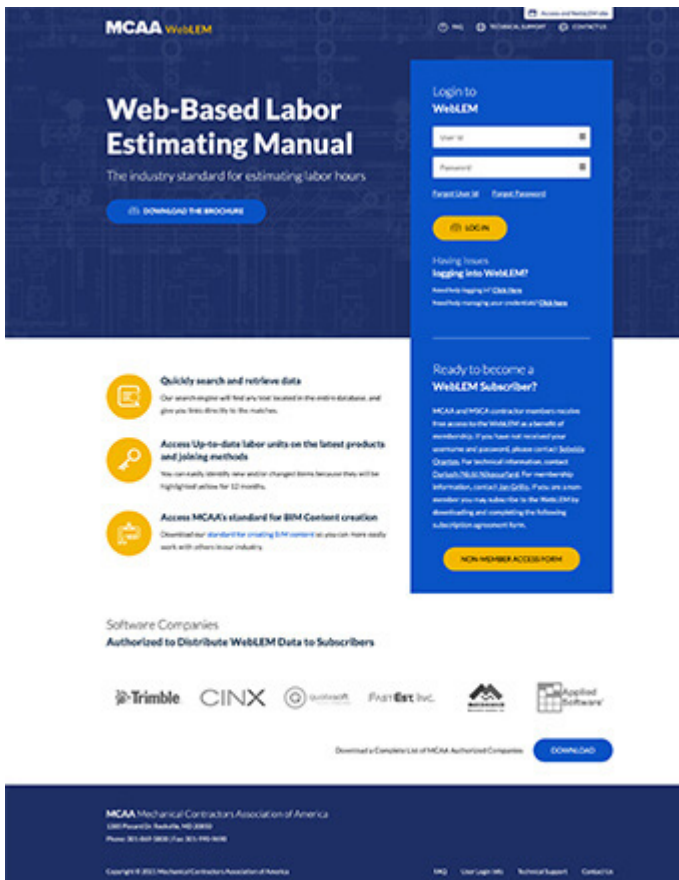


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## MSCA 2025 Benchmark Survey

In 2025, MSCA conducted a comprehensive benchmark survey to obtain current data on key performance indicators (KPIs) in the HVACR and plumbing service industry. The results were very insightful and sure to be beneficial to all MSCA members. The full report is now available, results are presented in two formats, one is overall results and the second is broken down by company size which can provide specific insight relevant to your company.

CLICK HERE: [LINK](#)



## WebLEM

WebLEM is the industry's most reliable authority for comprehensive labor units for typical project tasks. Quickly search for and retrieve information. WebLEM is reviewed and updated to reflect the latest products and joining methods. You will need your MCAA.org username and password to log in to WebLEM. For WebLEM access questions, please refer to the WebLEM Access FAQs page.

[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 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**

