

FEBRUARY 2026 NEWSLETTER



Membership Update

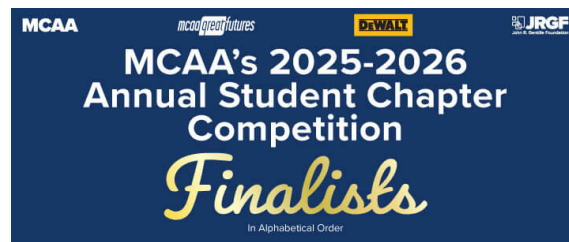
Stay informed on MCAI education opportunities, legislative developments, and events designed to support our members and strengthen the mechanical contracting industry.

Student Chapter Competition

MCAI is proud to recognize the participation of our three Indiana student chapters—Indiana State University, Ball State University, and Purdue University—in the 25th Annual MCAA Student Chapter Competition. Indiana State University advanced to the Final Four and will compete for first place at the MCAA Convention. Ball State University and Purdue University also represented the state well, placing 19th and 20th. MCAI commends all three programs for their dedication, professionalism, and continued commitment to excellence in mechanical contracting education.

INSIDE THIS ISSUE

- MCAI UPDATES
- Strengthening Our Industry
- Save the Dates
- Education
- MCAA News & Events
- Resources



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CALIFORNIA STATE
UNIVERSITY, CHICO



INDIANA STATE
UNIVERSITY



MISSOURI STATE
UNIVERSITY



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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Why Data Centers Are Not the Primary Driver of Rising Electricity Prices

Electricity prices are rising nationwide, and while data centers are often blamed, the evidence does not support the claim that they are a primary driver of higher retail electricity rates. Applying a falsification-based approach to causation shows that electricity prices have risen sharply in states with little or no data center presence—such as Maine, where rates have more than doubled—demonstrating that data centers are not a necessary cause of price increases. Additionally, major price increases occurred well before hyperscale data centers became a significant part of national electricity demand, and states with the largest data center concentrations, including Virginia and Texas, have maintained electricity prices at or below the national average. These counterexamples undermine the argument that data centers are a systematic driver of rising electricity costs and highlight the importance of grounding energy policy in evidence rather than assumptions or correlation. [**LEARN MORE \(Hefner Energy\)**](#)

HCS 2024 Compliance date extension notice

On January 15, 2026, OSHA extended the compliance dates for its 2024 updates to the **Hazard Communication Standard**. Manufacturers, importers, and distributors were initially required to evaluate certain substances by January 19, 2026. That deadline has now been extended to May 19, 2026. All other compliance dates are extended by four months as well. In the meantime, chemical manufacturers, importers, distributors, and employers may comply with either the previous version of the standard, the updated standard, or both. OSHA extended the compliance deadlines to give the agency time to publish the necessary guidance materials for the regulated community to review before the revised HCS provisions take effect. For more details, see the [**Federal Register notice**](#).

Major Investments to Grow Registered Apprenticeship

The U.S. Department of Labor has announced the upcoming availability of \$145 million in funding to expand the national Registered Apprenticeship system through a pay-for-performance incentive program. This investment, the largest to date supporting the goal of exceeding 1 million active apprentices, will ensure taxpayer dollars are tied to measurable outcomes. The department plans to award up to five four-year cooperative agreements to support the expansion of new and existing Registered Apprenticeship programs across industries, with a particular focus on sectors that already have strong apprenticeship infrastructure, helping close the skills gap and fill in-demand, family-sustaining jobs. [**LEARN MORE**](#)

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.

February

2026

5

February

Local 136 JATC Meeting

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

5

February

MCA SI Board Meeting

Evansville Country Club
4:00 PM – 5:30 PM CST

5

February

MCA SI Chapter Meeting

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

9

February

Local 440 JATC Meeting

Local 440 Office
4:00 PM – 6:00 PM

11

February

NCPWB Board Meeting

Via Zoom
10:00 AM – 11:00 AM

12

February

440 H&W and Pension Meeting

Local 440 Office
9:00 AM – 2:00 PM

18

February

MCA FW Chapter Meeting

Ruth's Chris
5:00 PM – 7:00 PM

19

February

MCPC Board Meeting

Ruth's Chris
3:30 PM – 5:00 PM

19

February

MCPC Chapter Meeting

Ruth's Chris
5:00 PM – 7:00 PM

23

February

SCA Board Meeting

MCAI Office
10:30 AM – 11:30 AM

23

February

SCA Chapter Meeting

MCAI Office
11:30AM – 1:00 PM

25

February

Local 166 JATC Meeting

Local 166 Office
3:00 PM – 4:00 PM

25

February

SJV Board Meeting

Lasalle Grill
4:30 PM – 6:00 PM

25

February

SJV Chapter Meeting

Lasalle Grill
6:00 PM – 7:30 PM

Upcoming Classes

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.

12

February

Strategic Negotiation Skills Session 2

NEI Instructor: Richard Barnes

Location: MCAI Headquarters 9998 Crosspoint Blvd Indianapolis IN 46256

This session builds on the concepts introduced in Session One and focuses on applying the negotiation framework through interactive exercises and real-world scenarios. Participants will engage in practical negotiations demonstrating competitive, cooperative, and collaborative approaches while sharpening their ability to analyze key moments, adjust strategy in real time, and resolve complex negotiations.

13

February

Project Management Day 1: Planning Skills for the Project Team

NEI Instructor: John Koontz

Location: MCAI Headquarters 9998 Crosspoint Blvd Indianapolis IN 46256

Successful project management is built on strong planning. This session emphasizes the project manager's role as the leader of the project team and their responsibility for driving effective planning across all functions. Participants will explore the three critical stages of planning-Information Turnover, Preconstruction Planning, and Short Interval Planning-and examine the direct connection between planning, productivity, and project profitability.

3

March

Project Risk Management

Instructor: Charles Mitchell

Location: MCAI Headquarters 9998 Crosspoint Blvd Indianapolis IN 46256

Every construction project presents a unique set of risks that must be effectively identified and managed to ensure successful outcomes. This class will review best practices for construction professionals to recognize, manage, and respond to common project-level risks. Topics will include risks arising from contract documents and unique project characteristics, delivery methods such as Design-Build and Design-Assist, payment considerations, project scheduling, changes and claims, insurance, bonds, and liens, subcontractor, and vendor performance, as well as warranties and latent defects.

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.

Help Your Field Leaders Be Better Mentors at the 2026 Field Leaders Conference April 7–9, 2026 | Houston, TX

MCAA's Field Leaders Conference is where field leaders realize their importance and value as professionals and members of the management team. When your field leaders join us in September, they will learn the skills they need to be business, and results, oriented managers focused on growing company profits and brand. Register them today!

[LEARN MORE](#)

MCAA Student Chapter Competition Celebrates 25 Years – Final Four & Merit Teams Announced March 17, 2026 | Final Four Compete at MCAA26

Twenty-nine MCAA Student Chapters submitted a proposal for the MCAA Water Park project. Congratulations to the Final Four and Merit Award teams. Final Four teams will present their proposals on the afternoon of Tuesday, March 17th on the main stage at MCAA26 in Phoenix, AZ. **[LEARN MORE](#)**

MCAA Realigns Key Staff to Better Serve Members

The Mechanical Contractors Association of America (MCAA) has announced a strategic realignment of key staff roles designed to strengthen member service and support the Association's long-term strategic objectives. These leadership changes align staff expertise with organizational priorities to enhance engagement, operations, education, and advocacy efforts. **[LEARN MORE](#)**

Foundations of Field Leadership Online: Registration Opening February 10th for Spring Courses! April 16, 2026 | Courses Begin

If you want to fast-track your new and aspiring field leaders, MCAA has just the program! Once a week for 8 weeks, FFL students will spend 90 minutes online with an experienced field leader, who will walk them through best practices and practical strategies of running work and running a crew. From Planning to Leadership, from Documentation to Safety: our instructors break down the 'why' and the 'how' of things that every foreman must understand to be successful. **[LEARN MORE](#)**

Post to the MCAA GreatFutures Job Board Monthly for Internship and Entry-Level New-Hire Needs

Ensure your company is ready to roll with your summer employment needs by posting internship and full-time new hire positions each month to the MCAA GreatFutures Job Board. A variety of positions can be posted, not just project management! **[LEARN MORE](#)**

MCAA Convention Info

We are excited to announce that a strong delegation of 140 attendees from Indiana will be heading to this year's MCAA Convention. A major highlight of the trip will be our Indiana Night on Monday at the Musical Instrument Museum. Additionally, we invite all attendees to visit our hospitality suite, open Sunday through Wednesday. A heartfelt thank you goes out to our incredible sponsors—BDA, DeWalt, Viega, and Porter Pipe & Supply—for making these events possible. We look forward to seeing you there! More detailed information regarding these events will be sent directly to all registered attendees soon!

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!

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](#)

MCAA

MAR

19

Daikin Screw Chiller Service & Troubleshooting

March 19 - March 20, 2026

Verona, VA

For more information, contact Brad Tisdale at bct@ua449.com.

[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

12

MSCA Dispatcher Training Program, Spring 2026

April 12 - April 14, 2026

Rosemont, IL

This updated program will help new and experienced dispatchers understand their vital role in their companies and advance their careers by enhancing their ability to contribute to your company's success.

COMING SOON!

MSCA
Mechanical Service Contractors of America

Dispatchers
Training
Program

APR

12

MSCA Sales Basecamp, Spring 2026

April 12 - April 14, 2026

Rosemont, IL

Sales Basecamp is where it begins for your entry-level service sales personnel. This two-day program will prepare recent hires with relevant skills for time management and to confidently sell HVACR services.

COMING SOON!

MSCA
Mechanical Service Contractors of America

Sales
Basecamp

APR

13

MSCA Field Supervisors

April 13 - April 14, 2026

Registration Coming Soon!

MSCA
Mechanical Service Contractors of America

Field
Supervisors



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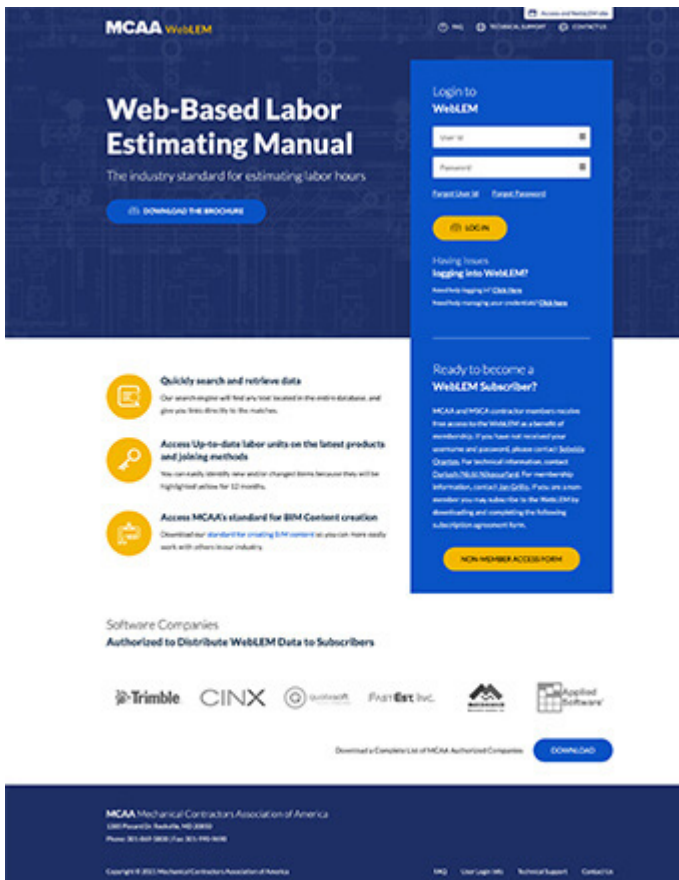


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MSCA 2025 Benchmark Survey

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 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

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TRS: Dial 711



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

