MARCH 2026 NEWSLETTER

MCA INDIANA

Membership Update

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

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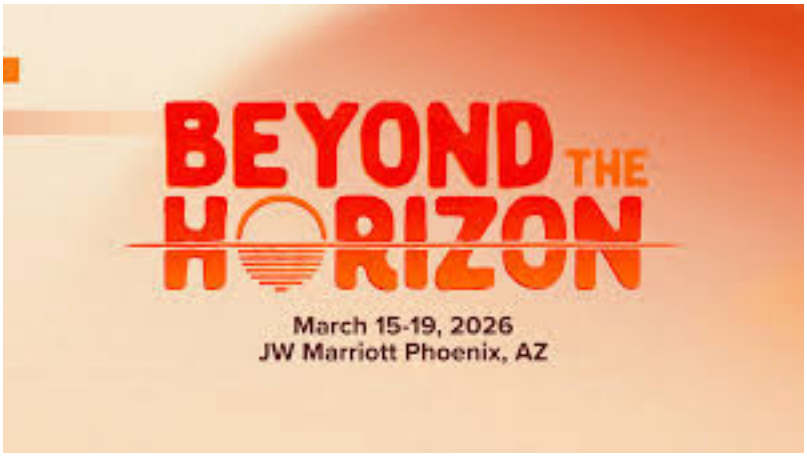
MCAA Convention

We are proud to share that 140 attendees from Indiana will be participating in this year's MCAA Convention. We are also excited to announce that Indiana State University will compete in the Final Four of the Student Chapter Competition. A highlight of the week will be Indiana Night, Monday, March 16th, at the Musical Instrument Museum. We invite everyone to visit the Indiana Hospitality Suite 2452, open Saturday through Wednesday. We extend a sincere thank you to our sponsors BDA, DeWalt, Viega, and Porter Pipe and Supply for their generous support in making these events possible. We look forward to seeing everyone in Scottsdale!



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

MCA INDIANA (317) 255-4126 www.mcai.com 9998 Crosspoint Blvd, Suite 105, Indianapolis, IN, 46256

Strengthening Our Industry Together

MCA INDIANA

US Department Of Labor Announces 2026 National Apprenticeship Week Set For April 26-May 2

National Apprenticeship Week is an annual nationwide celebration for employers, educators, state agencies, unions, and many others to showcase how Registered Apprenticeship improves and expands career pathways for American workers, while helping employers drive economic growth across all industries. Since its inception in 2015, more than 2 million people participated in more than 10,000 National Apprenticeship Week events, and over 3,250 proclamations have been issued in support of Registered Apprenticeship. **LEARN MORE**

Golden Hard Hat Award Application

Implemented as part of Top Notch's 50th anniversary, the Golden Hard Hat award celebrates the Individuals in our industry who are the living embodiment of our partnership, demonstrating success through strong labor-management communication and collaboration to ensure superior quality, stability, and safety are delivered on every critical project across the state." **LEARN MORE**

SAFETY AT EVERY LEVEL

Building a strong safety and health program goes beyond compliance. It is about protecting your people. The new Safety Champions Program helps employers strengthen their safety culture and prevent workplace injuries, illnesses, and fatalities. Based on OSHA's Recommended Practices, the program focuses on seven core elements including management leadership, worker participation, hazard prevention, training, and continuous improvement. Participants progress at their own pace through introductory, intermediate, and advanced levels, with the option to request expert guidance at any stage. Take the next step toward a safer workplace and begin your Safety Champion journey today. **LEARN MORE**

Ivy Tech launching construction skills training program

Ivy Tech Indianapolis is expanding its construction education offerings through a new partnership with the Lennar Foundation, launching a Construction Skills Training Program designed to prepare students for immediate employment in the construction industry. Building on Ivy Tech's long-standing Building Construction Management program, this new certificate-based training option creates a faster, more direct on-ramp into the workforce. The program allows students to gain foundational construction skills, industry-recognized credentials, and hands-on experience in one semester, helping meet the growing demand for skilled construction professionals across Indiana. **LEARN MORE**

NCPWB/MCPC - Free 1st Year Membership

During the February meeting, the MCPC Board approved covering first year dues for New NCPWB members. This initiative is intended to encourage greater participation and support contractors in utilizing the welding standards, procedures, and technical resources available through NCPWB. If you would like to learn more about NCPWB membership or take advantage of this opportunity, please contact Brant Dillmon for additional information.

Women in the Mechanical Industry (WIMI)

On February 18, 2026, thirty WiMI members attended the virtual DiSC Workshop led by Certified Business Coach, Speaker and Trainer Sandi Ballard. The workshop taught us that everyone has a primary and secondary style of receiving information and making decisions. Knowing how the person that you are communicating with best receives that information allows for better conversations and easier decision-making. It was valuable information that can be used at work, home, and in life. Sandi will return for a quick Q & A session during our May meeting, based on the implementation of these skills by our members.

Save the Dates

MCA INDIANA

MARCH 2026

5 March

Local 136 JATC Meeting
Local 136 Office
1:30 PM - 3:30 PM CST

5 March

MCA SI Chapter Meeting
Cambridge Country Club
5:30 PM - 7:30 PM CST

9 March

Local 440 JATC Meeting
Local 440 Office
4:00 PM - 6:00 PM

10 March

Local 166 JATC Meeting
Local 166 Office
3:00 PM - 4:00 PM

14-19 March

MCAA Convention
Scottsdale Arizona

23 March

SCA Board Meeting
MCAI Office
10:00 AM - 11:30 AM

23 March

SCA Chapter Meeting
MCAI Office
11:30AM - 1:00 PM

24 March

MCAI Board of Directors
Via Zoom
9:30AM - 11:30 AM

***Note: MCA FTW and MCPC Chapter Meetings are cancelled due to the MCAA Convention**

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MCAA NEWS UPDATES

MCA INDIANA

Peer Group Interest Survey

Participating in industry peer groups not only offers a valuable platform for fostering relationships and exchanging expertise within a supportive community but also represents a proven best practice adopted by many successful MCAA contractor members. These groups provide professionals with an opportunity to benchmark their performance, exchange best practices, address common challenges, and gain strategic insights from industry peers.

MCAA has partnered with Maxim Consulting Group to assist in placing our members into existing peer groups and facilitate the establishment of new ones. If you're interested in joining a peer group, please complete the **Peer Group Interest Survey.**

Plumbing Service Conference

The PCA Plumbing Service Conference will take place May 4 through 6, 2026 at the Hyatt Regency in Indianapolis. Hosted by Plumbing Contractors of America, MCAA's leading plumbing resource, this must attend event is designed for contractors looking to strengthen service operations, improve profitability, and embrace innovation. Over two and a half days, attendees will gain practical insights through expert led education sessions on AI, software implementation, and safety practices, participate in peer roundtable discussions, hear from contractor panels on sales strategy and field leadership, and tour the plumbing service labs at UA Local 440 while learning from North Mechanical Contracting and Service Company. Registration is $1,250.**LEARN MORE**

Secure Your Employment Picks at MCAA26!

Nearly 200 students from 33 MCAA student chapters will be attending MCAA26. Those still on the hunt for a summer internship or their first post-graduation full-time position are actively scoping out MCAA's GreatFutures Job Board. Post your job today and be sure to stop by the 'Hire Me' Job Fair outside the Manufacturer/Supplier Exhibit to meet with potential candidates in person! **LEARN MORE**

CLRC Reports First Year Settlements Hold Steady for Union Craft Workers in Construction

The Construction Labor Research Council (CLRC), a longstanding MCAA partner, reports an average increase of 4.7 percent in the first year of new settlements reached in 2025 for union craft workers in the construction industry, the same as in 2024. The findings appear in the CLRC 2025 Year End Settlements Report. The report covers the first year of newly bargained settlements to assist readers in understanding current trends. It also covers all years of negotiated settlements to assist in projecting future labor costs. **LEARN MORE**

MCAA Members Will Vote on Proposed Bylaws Changes at MCAA26

March 19, 2026 | Phoenix, AZ | Voting at the Annual Business Meeting

At its July 18–19, 2025 meeting, the MCAA Board of Directors reviewed and advanced a series of proposed bylaws changes designed to modernize membership classifications and ensure the long term sustainability of Association funding. MCAA members will be voting on these changes at MCAA26. **LEARN MORE**

'2026 Best Places to Work in Indiana' Congratulaations to BMWC and Harrell-Fish

On Monday, February 16, 2026, the Indiana Chamber of Commerce announced the honorees for this year's Best Places to Work in Indiana. A total of 150 businesses were recognized, representing nearly 30 Hoosier cities and towns and employing between 16 and 2,400 individuals statewide. We are proud to share that MCAI member companies Harrell Fish Inc. of Bloomington and BMWC Constructors of Indianapolis were included among this year's honorees. Congratulations to both organizations on this outstanding achievement and well deserved recognition.**LEARN MORE**

MCAA EVENTS

MCA INDIANA

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

PLUMBERS • UNION • PIPEFITTERS • SERVICE TECHS • STEAMFITTERS • SPRINKLERFITTERS

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

MCAA FIELD LEADERS

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.

Registration Open

REGISTER

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.

Registration Open

REGISTER

MSCA Mechanical Service Contractors of America — Sales Basecamp

APR 13

MSCA Field Supervisors

April 13 - April 14, 2026

Registration Open

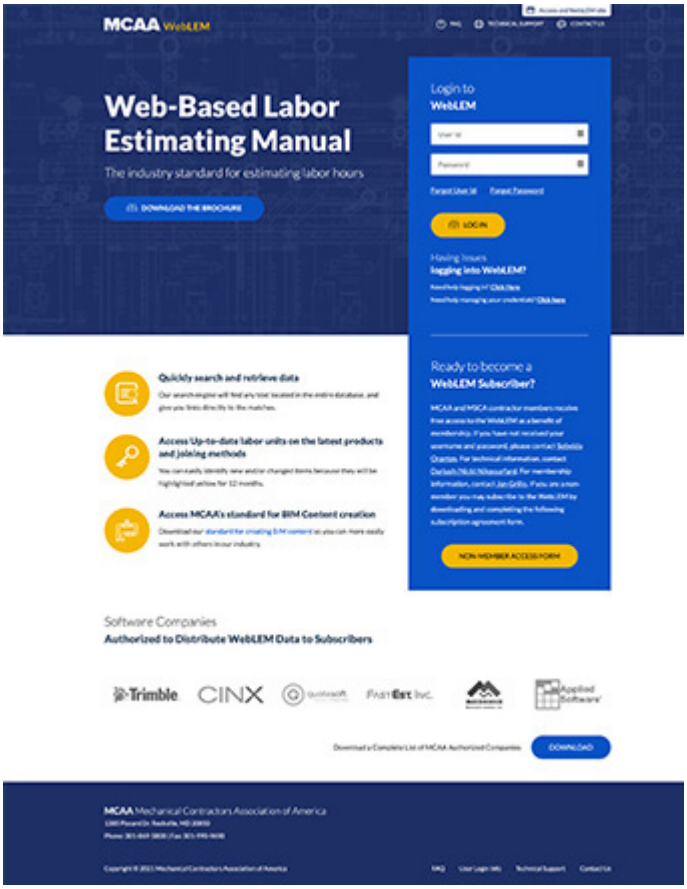
REGISTER

MSCA Mechanical Service Contractors of America — Field Supervisors

RESOURCES

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

GuidanceResources®

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.

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

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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℠, a master's- or PhD-level counselor who will collect some general information and will talk with them about their needs. The GuidanceConsultant℠ 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.

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

Online: guidanceresources.com
App: GuidanceNow℠
Web ID: ISPTAEAP

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