NOVEMBER 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.

INSIDE THIS ISSUE

- MCAI Updates
- Stengthening Our Industry
- Save the Dates
- MCAA News & Events

Veterans Day - Honoring Those Who Served

As Veterans Day approaches on November 11, MCAI proudly recognizes the men and women who have answered the call to serve our nation. Their commitment, selflessness, and sacrifice are a lasting reminder of the freedoms we hold dear. We extend our sincere appreciation to all veterans, especially those within our MCAI membership and the mechanical contracting industry. Thank you for your service and dedication to our country.



2027 MCAA Annual Convention – Reminder

Registration for the 2027 MCAA Annual Convention opened October 7! The Convention will take place March 7–11, 2027, at the Marriott Marquis San Diego Marina, offering educational sessions, networking opportunities, industry exhibits, and special events. Don't miss this opportunity to connect with mechanical contractors and industry professionals from across the country!

Please contact Chris or Brant with any questions or concerns.

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

North Mechanical Celebrates 50 Years!

"As North Mechanical celebrates 50 years, I'm grateful for the people who built this company and the relationships that helped shape it along the way. I'm also thankful for MCAI and the role it has played in bringing contractors together to strengthen our industry, develop our workforce, and tackle the challenges we all face. We wouldn't be where we are today without the support of so many great people and partners." - Rod Foley (President)



Left to Right: Rod Foley (President), Bob North (Founder), Greg Fuller (CEO), Vern Ramsey (Founder), Derek Dimiceli (President)

Women in the Mechanical Industry (WIMI)

On October 9th, Tyler Enslin led an engaging workshop titled Mastering Your Memory. Tyler shared practical techniques for remembering names and lists that participants can readily incorporate into daily life. By the end of the workshop, participants had memorized 20 unrelated items by visualizing the space around them, demonstrating the effectiveness of this simple and distinctive approach.

Our November committee meeting will take place on November 18 at 1:00 p.m. EST. During the meeting, we will elect new leaders and begin planning workshops and events for 2027. To become part of this dynamic and supportive group, join by emailing heather@mcai.com.

Strengthening Our Industry Together

Service Contractors Association Update

MCAI staff and leadership from the Service Contractors Association recently met with leadership from UA Local 440, as well as UA representatives assigned to a special task force. The new task force is charged with working to promote service work within the UA signatory contractor community. The large number of industrial mega-projects currently underway will eventually lead to tremendous opportunities for service work. Someone will do the work, and the UA wants to ensure that work is done by signatory contractors.
Indianapolis and Columbus, Ohio have been selected as the test markets for the coordinated efforts of this new task force to pursue service work. We have a tremendous opportunity to coordinate our efforts with those of the UA and their representatives to identify the work, and workers, so our contractors can be involved in servicing the billions of dollars of projects that are currently underway. We will continue to update the membership generally on the progress of these efforts. We will rely on the members of the Service Contractors Association to step up and coordinate with our labor partners to lay the foundation for the work and workers of the future. Additionally, UA Local 440 is planning a large organizing blitz in December, targeting approximately 20 contractors within its jurisdiction.

NEW ALLIANCE AIMS TO PREVENT SERIOUS INJURIES AND FATALITIES

Last month, OSHA joined the American Industrial Hygiene Association, American Society of Safety Professionals, National Safety Council, and the Construction Safety Research Alliance in **a new alliance focused on preventing serious injuries and fatalities**, referred to as SIFs.

Through the alliance, the organizations will work together to develop shared messaging, educational resources, and effective training programs that will raise awareness and help workplaces better identify and prevent incidents most likely to result in life-altering injuries and fatalities. While OSHA has longstanding collaborative relationships with the first three alliance partners, the Construction Safety Research Alliance brings additional expertise through its research-based work on SIF prevention in the construction industry.

Read the alliance agreement for more details and how this collaboration could impact our shared goal to ensure that every worker returns home safe at the end of their shift.



Our industry is changing. To build what's next, we must develop strong leaders, create connections, and build a culture people are proud to be a part of. Together, we can make it happen.

Join us on January 20, 2027, for the Top Notch Labor Management Conference, where leaders from across Indiana's union construction industry will come together to tackle some of the challenges shaping our future.

Through our keynote presentation led by William Gulley, Leadership Consultant with Perpetual Development, as well as candid conversations and opportunities to connect, we'll explore how to better prepare our next generation of leaders, strengthen mentorship, engage today's workforce, and renew pride in our industry.

Building a stronger industry starts with all of us. Make plans for your team to be part of the conversation. **Register Today!**

Save the Dates

MCA INDIANA

NOVEMBER 2026

4 November
MCA WV Board Meeting
East End Grill, Lafayette IN
11:30 AM - 12:00PM

4 November
MCA WV Chapter Meeting
East End Grill, Lafayette IN
12:00 PM - 1:00PM

5 November
Local 136 JATC Meeting
Local 136 Office
1:30 PM - 3:00 PM

5 November
MCA SI Board Meeting
Evansville Country Club
4:30 PM - 5:30 PM

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

9 November
Local 440 JATC Meeting
Local 440 Office
3:00 PM - 6:00 PM

12 November
Local 440 H+W & Pension
Local 440 Office
9:00 AM - 2:00 PM

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

18 November
MCA FW Chapter Meeting
Ruth's Chris
5:00 PM - 7:00 PM

19 November
IPT Board Meeting
Local 157 Office
9:00 AM - 11:00 AM

19 November
MCPC Board Meeting
Ruth's Chris
4:00 PM - 5:00 PM

19 November
MCPC Chapter Meeting
Ruth's Chris
5:00 PM - 7:00 PM

26-27 November
Thanksgiving Holiday
The MCAI office will be closed November 26–27 in observance of Thanksgiving.

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

COMING IN 2027

BUILD YOUR NEXT LEADER.

A full year of MCAI education for every level of your team.

MCAI LEADERSHIP SERIES

13 CLASSES. 7 FOCUS AREAS. ONE YEAR TO GROW.

Executive | Project Management | Technology | Service | Field | Safety

JAN 05
CRISIS COMMUNICATIONS
Executive | Jennifer Brilliant

JAN 28
PUBLIC SPEAKING
Executive | Richard Barnes

FEB 26
CONTRACTS: A TOOL FOR PROJECT MANAGEMENT
Project Mgmt | John Koontz

MAR 24
AI IN CONSTRUCTION
Technology | Kevin Norvell

APR 02
PROJECT DOCUMENTATION & SCHEDULING
Project Mgmt | John Koontz

MAY 13
PROFESSIONAL CUSTOMER SERVICE
Service | Kevin Dougherty

JUN 02
BUILDING INFORMATION MODELING (BIM)
Technology - Virtual | Troy Aichele

JUL 22
SALES SUCCESS STRATEGIES
Service | Mark Matteson

AUG 12
CONFLICT RESOLUTION
Field | Jeff Butler

SEP 17
CHANGE ORDER MANAGEMENT
Project Mgmt | John Koontz

OCT 15
SAFETY & PROFITABILITY
Safety | Kathryn Crosby

NOV 02
PLANNING, GOAL SETTING & PERFORMANCE
Executive | Kevin Dougherty

DEC 03
NEGOTIATING & LEADERSHIP SKILLS
Project Mgmt | John Koontz

- **Registration Forms will be available approximately 2 months prior to each seminar.**

$199 PER CLASS

INVEST IN YOUR TEAM. BUILD THE NEXT GENERATION.

We are excited to bring our members a diverse lineup of education in 2027. From leadership and technology to service, safety and project management, these classes are designed to strengthen our people, develop future leaders and continue moving Indiana's mechanical contracting industry forward.

MARK YOUR CALENDAR

NO-SHOW POLICY
REGISTRANTS WHO FAIL TO ATTEND WILL BE CHARGED $299

Save the Dates

MCA INDIANA

2026 Christmas Parties!

3 December

MCAI Christmas Party

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

4 December

MCA SI Christmas Party

Evansville Country Club, 6 PM - 10 PM CST



9 December

SJV Christmas Party

Riverside Terrace, Mishawaka, IN,
6 PM - 9 PM

10 December

MCA FW Christmas Party

Ruth's Chris, 5:00 PM - 9:00 PM

11 December

SCA Christmas Party

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

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

MCAA NEWS UPDATES

Start MCAA27 with a Bang: An Opening General Session You Won't Want to Miss

March 7 – 11, 2027 | San Diego, CA

Get ready to kick off MCAA27 with energy, inspiration, and a powerhouse lineup! The 2027 MCAA Annual Convention will open with an unforgettable General Session featuring MCAA President Curtis Harbour, UA General President Mark McManus, and legendary college football coach Nick Saban. **LEARN MORE**

Nominations Are Now Being Accepted for MCAA's Board of Directors

January 15, 2027 | Applications Due

MCAA's future is shaped by the strength, vision, and leadership of those who serve on its Board of Directors. Members interested in helping guide the association's continued success are encouraged to apply for one of four available Board positions. **LEARN MORE**

Meet 2027 Safety & Health Keynote Speaker Ben Nemtin

January 11 – 14, 2027 | South Las Vegas, NV

What drives people to persevere through challenges, inspire those around them and achieve what once seemed impossible? According to bestselling author and keynote speaker Ben Nemtin, the answer is purpose. **LEARN MORE**

2027 MEP Innovation Conference: Technology Is the Easy Part

January 25 – 27, 2027 | Tampa, FL

Organizations rarely struggle to generate new ideas. The real challenge is deciding which ideas deserve investment and creating the focus, discipline and organizational commitment needed to turn those ideas into meaningful results. **LEARN MORE**

New NCPWB Technical Bulletin Addresses Qualification Requirements for Welding Test Supervisors

The National Certified Pipe Welding Bureau (NCPWB) has released a new Technical Bulletin addressing ASME Section IX requirements for personnel who supervise the welding of procedure and performance qualification test coupons. The bulletin outlines recommended education and experience, documentation requirements and annual near-vision acuity testing. It also provides sample qualification forms and guidance for NCPWB chapters maintaining QG-106 qualified personnel lists. **LEARN MORE**

Foundations of Field Leadership Online: Registration NOW OPEN!

January 7, 2027 | 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 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**

MCAA EVENTS

MCA INDIANA

CONFERENCES

2026 MCAA Industry Fund & Leadership Conference

Register

December 2 - 4, 2026

Longboat Key, FL

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

CONFERENCES

2027 Safety & Health Conference

Register

January 11 - 14, 2027

South Las Vegas, Nevada

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…

CONFERENCES

2027 MEP Innovation Conference

Register

January 25 - 27, 2027

Tampa, FL

MCAA, NECA and SMACNA have partnered together to host the MEP Innovations Conference. Known as the best technology conference for mechanical, electrical, plumbing, service and sheet metal contractors, this conference will provide educational sessions led by contractors fro…

MAJOR EVENTS

2027 MCAA Annual Convention

Register

March 7 - 11, 2027

San Diego, CA

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.

FIELD LEADERSHIP PROGRAMS

Field Leaders Conference, April 2027

LEARN MORE

April 5 - 7, 2027

Dallas, 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.

Mental Health

MCA INDIANA

We're All In This Together

The United Association (UA) and Mechanical Contractors Association of America (MCAA) came together in Washington, D.C., for the first inaugural UA–MCAA Mental Health Summit. Contractors, union leaders, safety professionals, and industry representatives united around a shared priority: protecting the well-being of the people who build our industry.

WHY MENTAL HEALTH MATTERS

Mental health affects everyone - from apprentices and journeymen to supervisors and office staff. Just as we work to prevent physical injuries, we must create job sites where people feel supported, can speak openly, and know where to turn for help.

Two Initiatives Leading The Way

HARD HAT COURAGE

Confronting Suicide in the Construction Community

Developed with the American Foundation for Suicide Prevention and construction industry partners, this initiative promotes education, honest conversations, and peer support to help prevent suicide and reduce stigma.

UA PIPE PALS

Peer Allies for Life Success

This UA initiative emphasizes the power of peer-to-peer connection. Coworkers who understand life in the trades can recognize when someone needs support, listen without judgment, and encourage them to seek help.

Turning Awareness into Action

The summit highlighted suicide prevention, substance abuse awareness, Employee Assistance Programs (EAPs), and the role of leadership in building a supportive workplace culture

START THE CONVERSATION

Make it normal to check in and ask how someone is doing.

LOOK OUT FOR EACH OTHER

Recognize signs of struggle and respond with compassion.

SHARE THE RESOURCES

Ensure every employee knows support is available.

WE ARE COWORKERS. WE ARE PARTNERS. WE ARE A TEAM.

Mental health resources and support contacts are featured on the next page.

MCA INDIANA

MCAI + UA

WE'RE ALL IN THIS TOGETHER

MENTAL HEALTH

PEER SUPPORT / SUICIDE PREVENTION

988 **NEED HELP RIGHT NOW?**

Call or text 988 | Free, confidential, 24/7

988lifeline.org

RESOURCES AVAILABLE IN ALL CIRCUMSTANCES

01 HARD HAT COURAGE

Construction-focused suicide prevention and jobsite education.

hardhatcourage.com

02 UA PIPE PALS

Peer Allies for Life Success: peer support for UA members.

ua.org/ua-pipe-pals

03 MCAA / UA RESOURCES

Workforce mental health awareness and jobsite support materials.

mcaa.org (search mental health)

04 988 CRISIS LIFELINE

Immediate emotional and crisis support. Call or text 988.

988lifeline.org

05 SAMHSA HELPLINE

Substance Abuse Mental Health Service Administration

Treatment information and referrals. Call 1-800-662-4357.

samhsa.gov/find-help

06 VETERANS CRISIS LINE

Veterans and loved ones: 988, press 1. Text 838255 for support.

veteranscrisisline.net

INDIANA EAP **COMPSYCH | GUIDANCERESOURCES**

For ISPTA / MCAI Drug Trust participants and eligible households

ComPsych is for MCAI-covered employees.

24/7: 844-206-1073 | TRS Dial: 711

guidanceresources.com
Web ID: ISPTAEAP

FROM AWARENESS TO ACTION

SHARE WITH CREWS, UNION HALLS, AND SAFETY TEAMS.

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.

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.

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

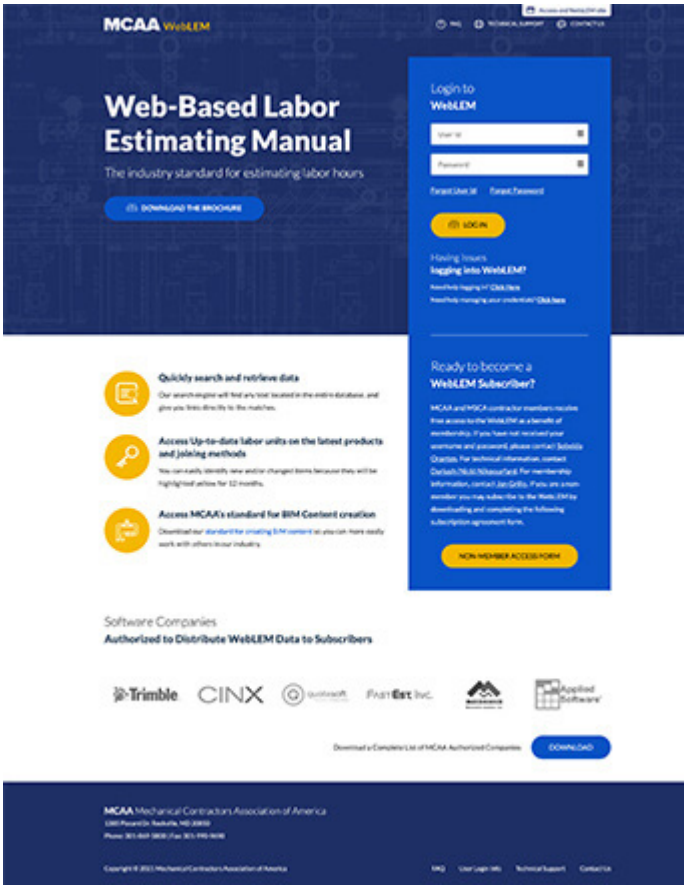
Online: guidanceresources.com
App: GuidanceNow℠
Web ID: ISPTAEAP

Copyright © 2023 ComPsych Corporation. All rights reserved. To view the ComPsych HIPAA privacy notice, please go to www.guidanceresources.com/privacy.
ComPsych complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex.

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