

2025

ANNUAL REPORT



Striving to be Drug Free
for a Safe Industry



ADMINISTRATOR, INC.

Promoting the Safety and Well-Being
of Employees in the Workplace



Welcome

FROM THE DIRECTOR'S DESK..... 2025 IN REVIEW

.... and just like that we have seen the construction year 2025 come and go. We are staring right into 2026 and the reputation of our participants, local unions and employer partners is expected to be tasked, again, with commencing the construction year facing demands that may set records for manhours and project complexity.

The Building and Construction Resource Center (BCRC), as always, stands ready to help all our partners meet these challenges with a zeal and passion unparalleled in the substance testing industry. Our commitment to the industry is un-wavered as we have met the increasing demands year after year. Proof is irrefutable as, again, BCRC has increased the number of participants by nearly seven percent (in 2025), met our mission goals, and provided the exceptional level of service to which the industry has become accustomed.

BCRC continues to be a relevant part of the construction industry as many of our participants and contributing employers expand their presence on projects and in areas outside BCRC's traditional geographic coverage. Their experience with BCRC and its effectiveness give rise to interest in BCRC and the services provided. The result is, they take BCRC with them and recognize that the portability for them is another facet of BCRC that keeps us at the forefront of the substance testing industry.

Too many substance testing programs ignore the needs of the participants or leave contributing employers with unanswered questions. BCRC continues to assist participants by providing the comprehensive services of the employee assistance program through AllOne Health, our mental health and substance use counselors. We continue to provide educational opportunities for employers through multiple training courses and the professionalism of our staff.

It has been a very busy 2025 at BCRC, with a yearlong investment of time and energy to improve our website while maintaining confidentiality and security protection, we look forward to rolling out all the website improvements very soon, making BCRC more comprehensive and accommodating for all our invested users. We have sustained the core mission of the BCRC Program, the integrity of the testing process, continued our partnership with local unions to provide after-hour testing sites during our randoms, and more than anything else, kept the participants' wellbeing as our top priority.

2026 will be challenging for us all in meeting the demands of construction deadlines, manpower needs, and jobsite safety. As we undertake this endeavor, let it be known that BCRC is, first and foremost, here for the overall wellbeing of our participants but we stand ready to help the northwest Indiana unions and employers be the force they have proven to be time and time again!

Laticia R. Roach
Executive Director

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2026

Board of Directors

Adam Vidimos, President
NWI Contractors Association

Margie Hofmann, Treasurer
NWI Contractors Association

Gary Kebert, Finance Committee
NWI Contractors Association

Mike Keneson
NWI Contractors Association

Matt LaFree
National Electrical Association

Tom Jarka
NWI Contractors Association

Dewey Pearman
CAF (At Large)

Jeff Colvin
Bricklayers Association

Rob Sues
Plumbing & Piping Cont. Assoc.

Tyler Richins
NWI Contractors Association

Tony Bochniak
Finishing Contractors Association

David Cooper
NWI Contractors Association

Roofing Contractors Association

Fred Armstrong
NWI Contractors Association

Kurt Schmiegel
NWI Contractors Association

Laticia R. Roach, Executive Director
BCRC

Mike Toth
Teamsters' Local 142

Matt Rhoades
Cement Finishers' Local 692

Kevin Roach, Secretary
Laborers' Local 41

Tim Gillooley
Pipefitters' Local 597

Felipe Hernandez, Finance Committee
IBEW Local Union 697

Ronald Ware, Jr., Finance Committee
Ironworkers' Local 395

Randy Palmateer
NWI Building Trades Council (At Large)

Don Summar
Bricklayers' Local 4

Sal Espino
Plumbers' Local 210

Carlton Glover
Operating Engineers' Local 150

Bob Zubrick
Painters' Local 460

Jesse Rippe
Sheet Metal Workers' Local 20

Scott Cooper
Roofers' Local 26

Charlie Brown
Central Midwest Carpenters

Bart Holzhauser
Technical Engineers' Local 130



Craft Enrollment

| | 2025 | 2024 | 2023 | 2022 | 2021 |
|-----|--------|--------|--------|--------|--------|
| JAN | 17,034 | 15,167 | 14,581 | 13,672 | 12,675 |
| FEB | 17,033 | 15,297 | 14,196 | 13,170 | 12,441 |
| MAR | 16,953 | 15,338 | 14,061 | 13,173 | 12,174 |
| APR | 17,001 | 15,737 | 14,284 | 13,475 | 12,218 |
| MAY | 17,353 | 15,985 | 14,678 | 13,717 | 12,436 |
| JUN | 17,574 | 16,289 | 14,949 | 13,899 | 12,480 |
| JUL | 17,282 | 16,658 | 14,964 | 14,095 | 12,647 |
| AUG | 17,569 | 16,728 | 15,126 | 14,166 | 12,795 |
| SEP | 17,706 | 16,977 | 15,317 | 14,538 | 13,265 |
| OCT | 18,282 | 17,256 | 15,820 | 14,614 | 13,688 |
| NOV | 18,297 | 17,325 | 15,728 | 14,756 | 13,960 |
| DEC | 17,938 | 17,113 | 15,641 | 14,712 | 13,962 |



TOTAL NUMBER OF RANDOM SELECTIONS IN 2025 = 17,661

2024 = 16,135 · 2023 = 14,862 · 2022 = 15,332 · 2021 = 8,628

THOSE SUBMITTING 2025 = 15,700

2024 = 14,380 · 2023 = 13,173 · 2022 = 13,679 · 2021 = 7,247

RETURN TO DUTY 2025 = 600

2024 = 593 · 2023 = 617 · 2022 = 580 · 2021 = 538

PRE-EMPLOYMENT 2025 = 2,641

2024 = 2,317 · 2023 = 2,294 · 2022 = 2,387 · 2021 = 1,942

FOLLOW-UP 2025 = 705

2024 = 877 · 2023 = 731 · 2022 = 647 · 2021 = 521

TOTAL NUMBER OF TESTS ADMINISTERED IN

2025 = 20,170

2024 = 18,779 • 2023 = 17,336 • 2022 = 17,888 • 2021 = 10,785

ON-SITE ADDENDUM

2025 = 306

2024 = 400 • 2023 = 305 • 2022 = 355 • 2021 = 362

POST ACCIDENT POST INCIDENT

(which consists of urine drug screens
and breath alcohol tests)

2025 = 212

2024 = 200 • 2023 = 205 • 2022 = 221 • 2021 = 169

PROBABLE CAUSE

(which consists of urine drug screens
and breath alcohol tests)

2025 = 6

2024 = 12 • 2023 = 11 • 2022 = 19 • 2021 = 6



PERSPE



**MEMBERS AND/OR FAMILY MEMBERS
UTILIZED SERVICES PROVIDED
THROUGH THE EMPLOYEE ASSISTANCE
PROGRAM IN 2025 - 1150**

NEW CASES INITIATED IN 2025 - 867

SUPERVISOR REFERRALS IN 2025 - 702

**REFERRALS THAT ORIGINATED
SPECIFICALLY FROM UNION-DRIVEN
COMPLIANCE NEEDS IN 2025 - 562**

**CASES INITIATED FOLLOWING
A POSITIVE DRUG TEST OR
ALCOHOL SCREEN IN 2025 - 234**

**TOGETHER, THESE CATEGORIES MAKE UP
THE CORE OF MANDATED COUNSELING AND
READINESS-TO-WORK INTERVENTIONS
FOR THE MEMBERSHIP**



ECTIVES

An AllOne Health Company

COMPLIANCE COUNSELING
INITIATED IN 2025 - **843**

ALLONE HEALTH PROVIDED **12 HOURS**
OF TRAINING AND OUTREACH
ACROSS SEVEN SESSIONS, REACHING
201 ATTENDEES, ALONG WITH ONE
CISD RESPONSE IN 2025

In addition to compliance and counseling services, the EAP continues to support members and their families with a wide range of everyday resources.

These offerings are designed to help address personal, financial, and practical challenges before they escalate, and are available at no cost to the membership.



PRIDE.... VALUE.... TRAINING.... CRAFTSMANSHIP....

These are the tenets of nearly any training program, but they are indelibly etched into the fabric of the apprenticeship programs in northwest Indiana. Not only do our apprenticeship programs instill these facets in the trainees, but they also begin the concept of each local union being like big families where instructors, fellow students, local union leaders, and the BCRC want to see every apprentice succeed and become an integral part of northwest Indiana's renown workforce.

The opportunity to advance in this industry and provide for oneself and family is seemingly endless with the expected projects and workload in northwest Indiana, particularly BCRC's coverage area. But these opportunities cannot be squandered and to maintain our historical relevance as an elite workforce like no other in America, there must be an accountability to the tenets mentioned above. As such, many local unions have raised the bar for acceptance and progression through their respective apprenticeship programs. The "Good Ol' Boys Club," as unions were once dubbed, is now the progressive, aggressive, and demanding all-inclusive club that requires a strict adherence to these tenets and NONE of the local unions will let that be forgotten.

A punctual, well trained, productive and substance free workforce are what the local unions market and provide, consequently, leveraging all that for better benefits,





higher wages and a secure future for their members, our participants. Knowing what employers expect for that wage package, local unions emphasize to their apprentices the importance of maintaining a clear status with the BCRC and many locals will suspend or terminate apprentices who fail to keep their status clear. Locals stress that to command the market and pay scale, you have to . . .

**HAVE PRIDE ADD VALUE USE YOUR TRAINING
DISPLAY YOUR CRAFTSMANSHIP!**



Local Unions

Boilermakers' Local #374

Brad Sievers • 760 Union Street • Hobart, IN 46342 • 219.845.1000

Bricklayers' Local #4 - Merrillville

Don Summar • 7985 Marshall Street • Merrillville, IN 46410 • 219.769.3655

Bricklayers' Local #4 - South Bend

Joseph Mayer • 1205 N. Lawrence • South Bend, IN 46617 • 574.232.0370

Central Midwest Carpenters' Local #2950 and Millwrights Local #1076

Keith Streater • 1560 E. 70th Ct. • Merrillville, IN 46410 • 219.942.0518

Central Midwest Carpenters' Local #413 - South Bend

Scott Calentine • 315 N. Lafayette Blvd. • South Bend, IN 46601 • 574.233.2138

Glaziers' Local #1165

Bob Zubrick • 8364 Minnesota Street • Merrillville, IN 46410 • 219.246.4200

Heat & Frost Insulators' Local #17

Tom McGrath • 18520 Spring Creek Drive • Tinley Park, IL 60477 • 708.468.8000

IBEW Local #531

Jim Clarida • 301 E. 8th Street • Michigan City, IN 46350 • 219.879.1090

IBEW Local #697

Phil Hernandez • 7200 Mississippi St., Ste. 300 • Merrillville, IN 46410 • 219.940.6181

Indiana Plan

Emmanuel Turner • 780 Union Street • Hobart, IN 46342 • 219.884.4503

Ironworkers' Local #395

Ron Ware • 6570 Ameriplex Drive • Portage, IN 46368 • 219.769.7900

Laborers' Local #41

Kevin Roach • 550 Superior Avenue • Munster, IN 46321 • 219.924.7922

Laborers' Local #645 - South Bend

Murray Miller • 23698 Western Avenue • South Bend, IN 46619 • 574.287.2967

Laborers' Local #81

Corey Campbell • 3502 Enterprise Drive • Valparaiso, IN 46383 • 219.462.8165

Operators' Local #150

David Fagan • 2194 W. 84th Place • Merrillville, IN 46410 • 219.736.7710



Local Unions

Painters' Local #80, Local #460, Local #469, Local #1118

Bob Zubrick • 8364 Minnesota Street • Merrillville, IN 46410 • 219.246.4200

Pipefitters' Local #597

Tim Gilooley • 10090 Georgia Street • Crown Point, IN 46307 • 219.795.1566

Plasterers' & Cement Masons' Local #692 - Area 165

Tim Hudson • 9200 Louisiana Street • Merrillville, IN • 46410 • 219.713.3441

Plasterers' & Cement Masons' Local #692 - Area 406

Doug Tipold • 9200 Louisiana Street • Merrillville, IN 46410 • 219.546.2425

Plasterers' & Cement Masons' Local #692 - Area 438

Josh Sullivan • 8602 E 350 N • New Carlisle, IN 46552 • 219.363.5089

Plasterers' & Cement Masons' Local #692

Matt Rhoades • 3205 E. Thompson Road • Indianapolis, IN 46227 • 219.771.0766

Plasterers' & Cement Masons' Local #692 - South Bend -Area 101

Doug Feltes • 1345 Northside Blvd. • South Bend, IN 46615 • 574.286.5672

Plumbers' Local #210

Sal Espino • 2901 E. 83rd Place • Merrillville, IN 46410 • 219.942.7224

Roofers' Local #23 - South Bend

Charles Waddle • 1345 Northside Blvd., Ste. 3 • South Bend, IN 46615 • 574.288.6506

Roofers' Local #26

Scott Cooper • 25 W. 84th Avenue • Merrillville, IN 46410 • 219.756.3713

Sheetmetal Workers' Local #20

Jesse Rippe • 6450 Ameriplex Drive • Portage, IN 46368 • 219.764.1900

Sheetmetal Workers' Local #20 - South Bend

Kevin Needham • 2605 S. Main Street • South Bend, IN 46614 • 574.288.7175

Sprinkler Fitters' Local #281

Bryan LaRoche • 11900 S. Laramie Avenue • Alsip, IL 60803 • 708.597.1800

Teamsters' Local #142

Mike Toth • 1300 Clark Road • Gary, IN 46404 • 219.949.1550

Technical Engineers' Local #130


Bart Holzhauser • 1340 W. Washington Blvd. • Chicago, IL 60607 • 312.421.9633



ACTIVE CONTRIBUTING EMPLOYERS IN THE BCRC CONSTRUCTION SECTOR



ACTIVE CONTRIBUTING EMPLOYERS IN THE BCRC NON CONSTRUCTION SECTOR



Building and Construction Resource Center (BCRC) is committed to providing a confidential professional resource to members, employees, their families, and employers who face actual or potential problems caused by personal life matters, substance abuse, and chemical dependency. This resource is focused on promoting well-being on the job, on the road and at home. Through professional counselors, prevention programs and educational services, BCRC is assuring that the highest ethical principles are being followed.

When personal problems appear in the workplace, they also affect a worker's performance and threaten the team's safety. This is not acceptable and, left untreated, could result in unnecessary suffering and life struggles. Building and Construction Resource Center (BCRC) is now addressing these issues through our comprehensive programs.

Please visit our website to learn first-hand what we can do for you!
www.bcrcnet.com



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