



## Skilled Trades Workforce Mobility Tax Deduction

Many skilled trades workers must temporarily relocate to go where the work is, but they can't currently deduct out-of-pocket expenses from their taxes. This is an unjust policy since workers in other industries – like sales, for example – can deduct work-related travel costs from their taxes. The Canadian Building Construction Trades Unions have been strongly advocating for a skilled trades workforce mobility tax deduction.

Currently, there is a private Members' bill to amend the Income Tax Act to allow deductions of travel expenses for tradespeople. In a recent debate in the House of Commons, all parties supported this deduction. CECCO is certainly in favour of this change to the Act.

## Construction Services Procurement

The buyers of construction service would do well to understand the industry or engage the service of an industry expert to evaluate project bids. The experts understand the perils of awarding a construction contract solely on low bid. Awarding a construction contract on cost alone assumes several factors: project plans and designs are perfect; the contractor's performance can be controlled by project management and inspection services that work to ensure corners are not cut by using cheaper lower quality materials, materials not installed properly or insufficient materials are used; and all mandated health and safety regulations are being followed. Lowest bid options encourage underperformance and fail to filter out underperforming and unscrupulous contractors.

Value-based procurement or best value contracting relates to the cost of a construction project evaluated over the lifecycle of the building. It also means that to evaluate the 'true' cost of a building, factors such as quality of work, timely delivery of services, costs of litigation, worker safety, etc. should be folded into the calculation of the cost.

Low bid options that seem like the best economical choice may prove to be more expensive through cost escalation and missed timelines. The market for construction services in Ontario is competitive and market pressures create the optimum result in terms of economic efficiency.

Value-based procurement gives the owner what it wants – the highest quality for the lowest cost.



## Unrealistic Expectations/Bad Forecasting



Clients and stakeholders may make some big asks. Whether they want a project completed on an accelerated schedule or on a limited budget, there will be challenges that come with meeting their expectations. While some things are possible for a skilled project manager, some things simply aren't. Working with unachievable goals can actually hinder productivity; why exhaust yourself working overtime when you'll only fall short despite your effort? Being upfront with deliverables at all stages of a construction project and spending the time on proper forecasting restricts unreasonable expectations from taking hold.

Questions or comments? Ideas for a future issue of **As we see it**? We want to hear from you! Email us anytime at [admin@cecco.org](mailto:admin@cecco.org).

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