

**OSSTF/FEESO Model Language: Staffing and Job Security**  
**Retraining - Education Workers and Teachers**  
**Updated: 2024**

**Issue:** Bargaining units must devise methods to ensure the employers share the responsibility for the retraining of members necessitated by educational/technological change.

Employees are often required to update and retrain to meet the changes taking place in the workplace.

Some of these changes may be incremental, taking place gradually, while others are more radical and sudden. In either case, employees are expected to learn new ideas and techniques.

The workshops needed for this training should be held during working hours. Employees required to become familiar with new methods and/or technology should be doing so without having to perform their regular duties at the same time. Employers must accept the responsibility for meeting these changes by providing employees with the time and the money for the necessary training and updating. This should include accommodations, transportation and meal costs as well as costs of supplies, workshops and course tuition.

**RECOMMENDED CLAUSES:**

X.01 Where retraining opportunities for employees to update their skills and abilities, by way of a course or other methods, the employer shall pay the following expenses:

- a) the tuition/registration;
- b) travel costs as per Article YY.YY;
- c) overnight accommodations at the request of the employee;
- d) meal allowance per diem of \_\_\_\_\_ dollars per day;
- e) meals while travelling;
- f) learning material costs;
- g) childcare costs where the employee must stay away from home;

X.02 Where an employee is participating in training on the worksite, that employee's normal duties will be performed by a replacement as per Article LXX.XX.