**Article 29: Technology and Workplace Changes**

**29.03 Training Period**

Where the introduction of new methods, ~~or~~ machines or technologies requires different or greater skills than are currently possessed by an Employee, the Employer shall provide to the affected Employee a training program sufficient in duration for the Employee to acquire the necessary knowledge or skills. If after such training period the Employee is unable to acquire the new skills and knowledge necessary, the Employee shall be given an opportunity to fill other positions as defined in Article 20, or elect the severance provisions defined under Article 20.15. No new Employee shall be hired by the Employer to assume any of the job duties of the worker whose job is affected by technological change, until after such Employee has completed their training program and is deemed to be unable to do the job.

The above Article is tentatively agreed to by the Parties.

Dated at Waterloo, Ontario this day of \_ , 2018.

CUPE 1281 WLUFA Sub-unit Wilfrid Laurier University Faculty Association

Bargaining Committee Bargaining Committee

per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chief Negotiator Chief Negotiator