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Is a clause requiring an employee to reimburse training costs legal?

July 1, 2010

Can the parties to an individual employment contract include a clause stipulating that the employee must reimburse his training costs to the employer if he resigns? Upon hiring and throughout the course of employment, employers often require employees to receive training. Significant costs can be incurred by training employees, particularly in industries where the turnover rate is high. Can employers ensure they receive a return on their investment or are they at the mercy of employees' sudden departures?

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