

MOONLIGHTING

Providers who are employed with MC at a level of 0.8 to 1.0 full-time equivalent (FTE) must obtain a written consent from the CEO and Medical Director prior to performing moonlighting activities. The provider is advised that he/she will be able to perform such outside services and activities as long as these activities do not interfere with the rendering of quality care and satisfactory attendance and availability to

MC. In the event it is determined by MC Administration that outside medical services or activities do indeed appear to interfere with either the provider's performance or attendance and availability relative to contractual services, the provider will be advised in writing, urging him/her to cease such outside activities. In this instance, the provider's prompt affirmative response will assure the maintenance of the employment arrangement with MC.

With respect to outside medical services and activities, the moonlighting provider is adjured to adhere to the following guidelines:

- He/she may not perform these outside activities during a time-period in which MC is compensating him/her for clinical and non-clinical patient care and Educational Leave.
- He/she may work, without restriction, during a time-period in which he/she is on approved Leave of the health center.
- He/she may not perform these outside activities during approved Sick Leave.
- Outside employment must not interfere with performing hospital call duty for MC.
- He/she must find and secure his/her own medical liability insurance to cover outside medical services and activities.
- Any compensation earned during time-periods other than when MC is compensating him/her for clinical and non-clinical patient care, Educational Leave, or Sick Leave (excluding approved leave-without-pay or vacation) is his/hers to keep.