

For the Union: *David Estep*  
Date: May 1, 2020

For the University: *Maure Gardner*  
Date: May 1, 2020 *ARO*

**Article \_\_\_\_\_: Moonlighting**

Each training program must have a moonlighting policy, which specifies that whether or not trainees in that program are allowed to moonlight. Individual programs may prohibit moonlighting by residents or fellows in their program, as per ACGME requirements. A Resident with a valid California medical license or post graduate training license, who is also in good standing with the program, must obtain written permission from their program director to moonlight. The policy must contain a method for written pre-approval, monitoring (which must include the method for tracking hours), and periodic review. Residents must not be required to engage in moonlighting (internal or external) and this must be clearly stated in the policy. Each program must demonstrate ongoing compliance with clinical and educational work hour requirements. The University will comply with the ACGME Guidelines for Moonlighting.

Moonlighting is not intended to be a substitute for adequate staffing.