As a general rule, employees may not obtain outside employment that creates interference with their primary job or that creates a conflict of interest.

Secondary jobs are permissible only if the employee can continue to perform their normal duties and work requirements within the regularly scheduled workweek. Work assignments and schedules will not be modified to allow the employee to perform duties or services that are not related to the Nest Child Care and Parent Institute (Nest).

The Nest Child Care and Parent Institute has no objection to an employee holding outside employment so long as they can meet the performance standards of their job with Nest.

Unless otherwise agreed to, employment with Nest Child Care and Parent Institute is deemed to be full time. The Nest recognizes that an employee may be justified under certain circumstances to accept casual outside employment to be performed after working hours if no conflict with Nest Child Care and Parent Institute interest is involved.

Employees shall not engage in or accept any activity, business, or employment during or after working hours that could be considered in conflict with Nest Child Care and Parent Institute interests or diminish the ability of the employee to render to the company the full, loyal and undivided service which is contemplated in his or her employment by the Nest.

Should an employee wish to obtain outside employment, it should be discussed with the employee’s supervisor/ center manager prior to accepting the job.

Any questions related to the content of this policy or its interpretation should be directed to Executive Director.