



# Mineral



## Question of the Week

July 2, 2025

### Question

One of our employees has taken on a second job, and I'm concerned the additional work might hurt their performance or interfere with their work. Should we keep closer tabs on them?

### ANSWER

If you haven't had previous issues with this employee's performance, don't worry about them taking a second job unless or until you need to. Side jobs are common, and many people manage them just fine. You can certainly reiterate your performance expectations, whether that's completing assignments on time, responding promptly to messages, or meeting productivity goals.

If you do start to notice a decline in their performance—such as missed deadlines, slower response times, or lower quality—address the issue with the employee at that time. A simple warning may be enough to get their performance back on track. If they don't get back on track, follow your company's disciplinary process or consider a performance improvement plan.

You might also consider whether your organization can offer growth opportunities that align with the employee's professional goals. Many people take a side job to broaden their work experience or expand their network, not just for extra pay. If you can meet some of those needs internally, they may not feel the need to look elsewhere.

*This Q&A does not constitute legal advice and does not address state or local law.*