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RNPA Proposal 55, October 12, 2023

For Discussion Purposes

DPNP Program

It is important for Santa Clara Valley Healthcare to recognize and reward all registered nurses represented by RNPA who strive for excellence in the delivery of the highest quality of patient care, as well as professionalism in nursing practice.

RNPA would like to finalize the DPNP for the clinical nurses and form committees to develop and implement Distinguish Professional Nurse Programs for the following classifications:

Assistant Nurse Managers, Certified Registered Nurse Anesthetist, Clinical Nurse Specialists, Infection Prevention Nurses, Nurse Coordinators, Nurse Practitioners, Staff Developer

The parties agree to form committees for the above classification within 90 days from the effective date of implementation of the RNPA MOU.

Committees will be comprised of three registered nurses from each individual classification above appointed by RNPA and three representatives from management that are familiar with classifications, along with one (1) representative from Labor Relations and one (1) RNPA representative. RNPA nurses will be provided with release time for biweekly meetings in 2-hour increments. Committee representatives will also be provided with release time for research required by the committee. Individuals will be granted release time up to 3 hours bi-weekly for research when needed.

Committees will complete and submit their program recommendations within three months from the first committee meeting.

The designated Santa Clara Valley Healthcare representative(s) will review and make recommendations to the program(s) within 45 days of receiving the program recommendations.

The recommendations will then be submitted to the Union for the meet and confer process.



The recommendations for each program will be implemented no later than 60 days from completion of the meet and confer process.