

NEW RN II PROGRAM!

A big issue in negotiations was providing an opportunity for RNs to advance and achieve RN II status. We won this!

As part of our new contract, we won a much more streamlined process to become an RN II. With the exception of agreeing with your manager/director on a project, all the criteria are within your control.

If you wish to apply, the application is on the back of this leaflet or you can get it from HR, your Bargaining Team or NUHW organizer.

Here's what happens once you apply and your manager/director signs the form:

Registered Nurse Clinician II (RN II): A RN I who applies and meets the below established eligibility and requirements will advance to the RN II position and shall be placed upon the appropriate years of experience wage step on the RN II wage scale effective the first full pay period following application and granting of RN Clinical II status.

NOTE: If you apply and the form is signed off by your manager/director, you must submit it to HR: the instructions are on the form. *We urge you to keep a copy of your application, note the date you sent it or dropped it off, and document who you gave the form to for your records.*

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All the area hospitals have advancement opportunities for RNs and different levels of status, which provide both career growth and financial incentives. To be competitive we advocated strongly for advancement opportunities and streamlining the process. This was a key improvement that management agreed to and will help stabilize the staff.”

— Joanna Stonfer
RN



FOUNTAIN VALLEY REGIONAL MEDICAL CENTER
Nursing Clinical Ladder

Instructions: This form applies only to full-time & part-time Registered Nurses who meet criteria outlined below.

Fill out this form and submit it to Human Resources at the hospital by emailing it to: Keith.Stanhill@tenethealth.com. In addition, keep a copy for your own records and provide a copy to NUHW.

Full Name: _____ Unit: _____

Shift: _____ Cell Phone: _____

Personal Email: _____

TO: FVRMC HUMAN RESOURCES:

I have met the criteria for RN II status and certify that I meet the eligibility requirements outlined below:

- I hold a current license to practice as a Registered Nurse in California
- My current status is a Full Time or Part Time I RN with a minimum of two years' experience in acute care
- I am willing to serve as Charge RN and/or preceptor at the Director's discretion
- My current performance evaluation meets at least mid-point performance standards
- I have no disciplinary action or performance improvement plan within the past six months
- I maintain validated status for all competencies as outlined in my job description
- I have certifications for my specific position, i.e., BLS, PALS, NRP, etc.
- I am a bedside clinician who provides direct patient care
- I have completed the preceptor training course, provided by the facility
- I hold an ADN, BSN or higher degree
- I have completed a special project as assigned and agreed upon by management

Employee
Signature: _____ Today's Date: _____

Manager/Director
Name: _____ Today's Date: _____

Manager/Director
Signature: _____