## Trigger for Next PSM Paragraph 333P3

"The Clock resets to the <u>date of the last occurrence</u> for the purposes of meeting criteria for triggering a PSM."

**PSM #1**: Trigger = 4 occurrences within 6-month period.  $(4^{th}$  occurrence on 2/10)

- PSM #1 Meeting on 3/1
  - Trigger time lines: 3 months from last occurrence for PSM #2 (2/10 to 5/10) or 9 months (2/10 to 11/10) to clear PSM
    - Trigger for PSM #2 = 2 occurrences within 3 months of last occurrence (2/10) or 4 occurrences within 9 months of last occurrence

-or-

• No Trigger for PSM # 2 and 9-month clock for a new PSM #1 (2/10 to 11/10)

PSM # 2: Trigger = 2 occurrences within 3 months or 4 occurrences within 9 months from PSM #1's last occurrence on 2/10. (2<sup>nd</sup> occurrence on 3/23) or (4<sup>th</sup> occurrence on 12/23)

- PSM #2 Meeting on 4/1
  - Trigger time lines: 2 months for PSM #3 (3/23 to 5/23) or 9 months (3/23 to 12/23) to clear PSM
    - Trigger for PSM #3 = 1 occurrence within 2 months of last occurrence (3/23)

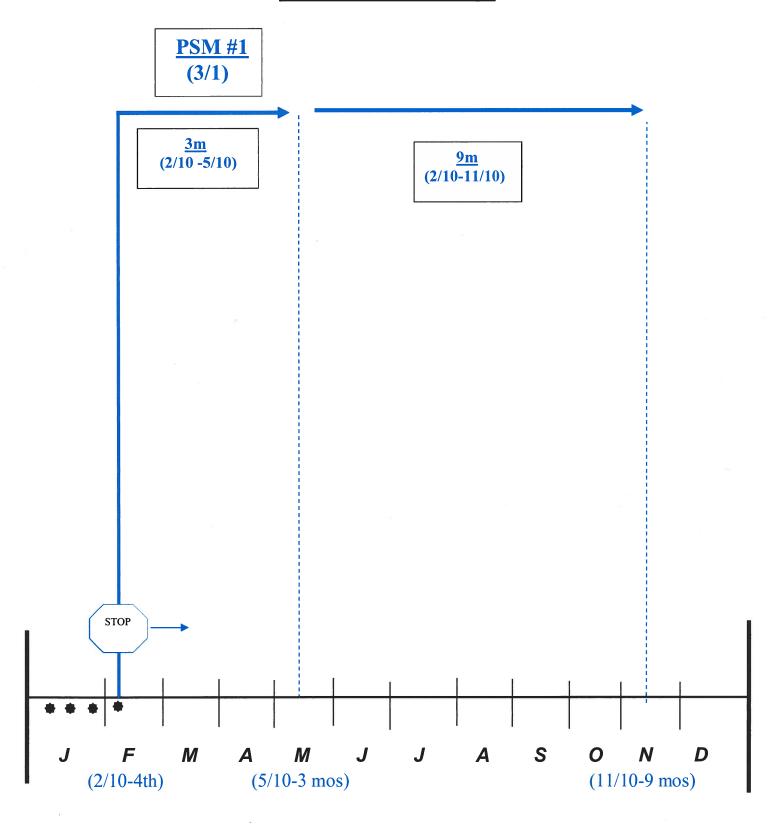
-or-

• No Trigger for PSM # 3 and 9-month clock for a new PSM #2 (3/23 to 12/23)

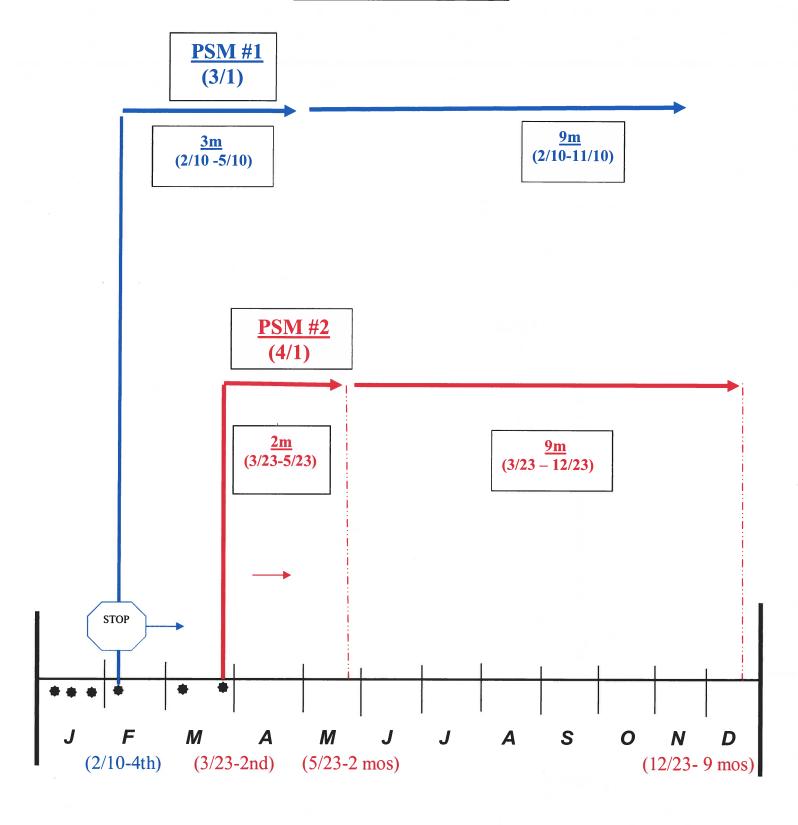
<u>PSM # 3</u>: Trigger = 1 occurrence within 2 months from PSM #2's last occurrence on 3/23. (1 occurrence on 5/5)

- PSM #3 Meeting on 5/12
  - Trigger time lines: Per Action Plan (AP) of PSM # 3 meeting on 5/12
    - Trigger for next meeting (possible discipline) = based on Action Plan of PSM # 3 meeting on 5/12

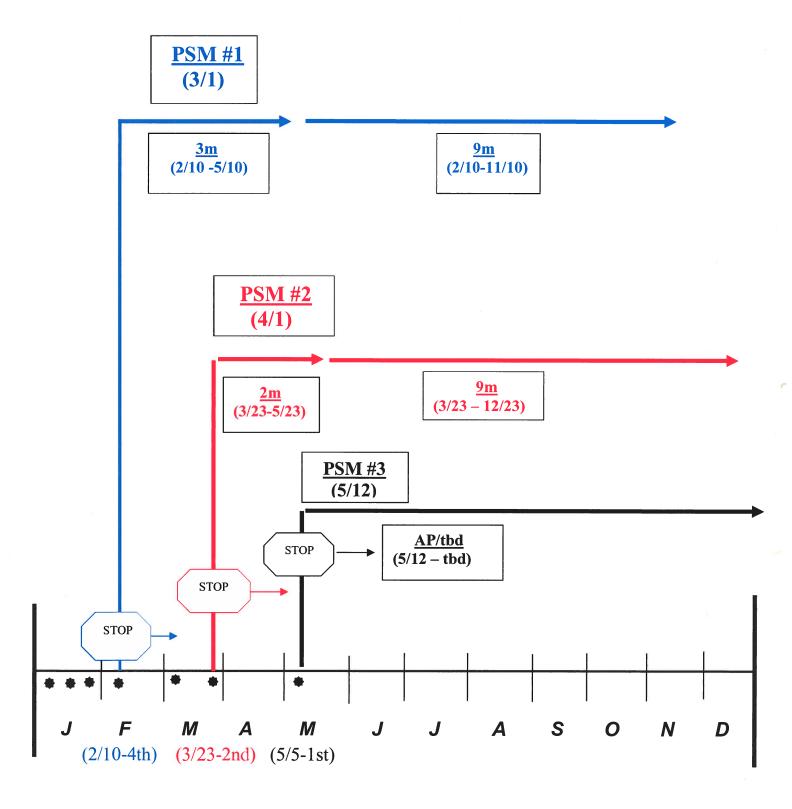
PSM #1 Time Lines Graph



## PSM #2 Time Lines Graph



## **PSM's Time Lines Graph**



Target Audience: UMHS Nurses Author/Contact: Labor Relations (Mark Kempton) Last Reviewed: 6.2019