

**Decision of the Dispute Resolution Tribunal  
August 4, 2006**

**Sonography Family**

Below please find a summary of the dispute resolution tribunal decision with respect to this sonography family of jobs.

The reconsideration rating committee had established five sonography jobs. They were Job # 105 – Diagnostic Medical Sonographer; Job # 323 – Diagnostic Cardiac Sonographer; Job # 158 – Diagnostic Medical Sonographer & Coordinator; Job # 247 – Diagnostic Medical Sonographer Working Supervisor; Job # 261 – Diagnostic Cardiac Sonographer & Cardiology Technologist & Working Supervisor.

The dispute resolution tribunal maintained those five job titles, although they added the designation Fetal Assessment Unit to Job # 158. The dispute resolution tribunal also created four (4) new sonography jobs, based on the unions' submission at the tribunal. The tribunal committee agreed with the job titles proposed by the employer, in their rebuttal, for the four (4) new jobs. They are Job # 350 – Diagnostic Cardiac Sonographer & Cardiology Technologist; Job # 351 – Diagnostic Cardiac Sonographer & Clinical Coordinator; Job # 352 – Diagnostic Medical Sonographer – Dual Credential; Job # 353 – Diagnostic Medical Sonographer Working Supervisor – Dual Credential. There are changes to the job description and rating rationale for the current positions, as well as new job descriptions and rating rationale for the new positions.

Here is a table of the sonographer rating decisions by the tribunal, along with total point and pay band placement.

	DM	ED	EX	IJ	WR	IA	L/S	PD	SD	EN	Total pts	Pay Band
323 DCS	3.5	7.5	5.0	4.0	4.0	3.5	2.5	3.0	3.0	4.0	791	18
261 DCS & Card Tech Wk Super	4.0	7.5	8.0	4.5	4.0	4.0	4.0	3.0	3.0	4.0	896	22
350 DCS & Card Tech	3.5	7.5	6.0	4.0	4.0	3.5	2.5	3.0	3.0	4.0	809	19
351 DCS & Clin Coord	4.0	7.5	8.0	4.5	4.0	3.5	3.5	3.0	3.0	4.0	876	21
105 DMS	3.5	8.0	5.0	4.0	4.0	3.5	2.5	3.0	3.0	4.0	801	19
158 DMS & Coord (FAU)	4.0	8.0	8.0	4.5	4.0	4.0	3.5	3.0	3.0	4.0	898	22
247 DMS Wk Super	4.0	8.0	8.0	4.5	4.0	4.0	4.0	3.0	3.0	4.0	906	22
352 DMS - Dual	3.5	8.0	6.0	4.0	4.0	3.5	2.5	3.0	3.0	4.0	819	19
353 DMS Wk Super - Dual	4.0	8.0	9.0	4.5	4.0	4.0	4.0	3.0	3.0	4.0	924	23

What does this all mean? It is the Unions' understanding the sonography technologists did not have their pay rate changed from the original JJE evaluation committee rate introduced in May 2004. Therefore, the following is the pay band changes that should take place, with retro back to April 1, 2003, and the payment of the lump sum retro, if not already paid.

Job 323 moves from JEC Pay Band 15 to Pay Band 18.

Job 261 moves from JEC Pay Band 17 to Pay Band 22

Job 350, previously bundled into 323, moves from JEC Pay Band 15 to Pay Band 19

Job 351, previously bundled into 323, moves from JEC Pay Band 15 to Pay Band 21

Job 105 moves from JEC Pay Band 16 to Pay Band 19

Job 158 moves from JEC Pay Band 17 to Pay Band 22

Job 247 moves from JEC Pay Band 18 to Pay Band 22

\*Job 352, if previously bundled into 323, moves from JEC Pay Band 15 to Pay Band 19. \*Job 352, if previously bundled into 105, moves from JEC Pay Band 16 to Pay Band 19.

Job 353, previously bundled into 247, moves from JEC Pay Band 18 to Pay Band 23.

\* Determination of previous bundling position is based on incumbent's current pay rate.

Copies of the changed and new job descriptions, rating rationales and provincial job fact sheets will be made available as soon as possible. The chair of the tribunal, Phil Johnston, will settle any argument over the placement of an individual in the proper position (bundling issues), if any arise.