

MEMORANDUM OF AGREEMENT

between

PUBLIC SERVICE ALLIANCE OF CANADA

and

BHP BILLITON CANADA INC.

The Parties agree this Memorandum of Agreement forms part of the Collective Agreement expiring August 31, 2014:

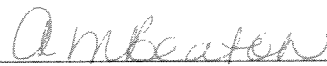
Assistant – Surface Blaster

The current Appendix A-1 – Pay Ranges and Classifications is amended effective immediately by adding "Assistant – Surface Blaster" under Range 4.


Signed at Yellowknife, Northwest Territories this 28th day of January 2013.

**on behalf of the
BHP Billiton Canada Inc.**


**on behalf of the
Public Service Alliance of Canada**



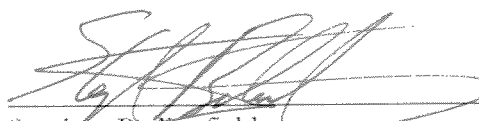
Anne Marie Beaton
Head of Human Resources



Julie Docherty
Regional Executive Vice-President – North



Jan Kelly
President, Local X3050, UNW



Stephen Bedingfield
Negotiator