



**\*\*\*FOR IMMEDIATE RELEASE\*\*\***

**ELECTRIC VEHICLE MANUFACTURER BYD INKS LANDMARK LABOR CONTRACT WITH SMART**

*First-ever collective bargaining agreement in American electric bus industry represents a turning point in domestic clean-technology manufacturing*

**Los Angeles, Calif., March 1<sup>st</sup>, 2018** — BYD Coach & Bus (Build Your Dreams), the largest electric vehicle company in the world, and the International Association of Sheet Metal, Air, Rail and Transportation Workers Union (SMART) Local 105 today formally signed the first collective bargaining agreement in the electric bus industry in the United States.

“Our new contract with SMART is central to our strategy of creating a sustainable, highly skilled workforce that delivers quality and consistency in the manufacturing process,” said Macy Neshati, Senior Vice President of BYD. “Today’s agreement is a turning point in American clean-technology manufacturing, demonstrating that partnerships like this can drive progress for the economy, the environment and working families.”

The members of SMART Local 105 voted to approve the collective bargaining agreement on January 27, 2018. The agreement includes competitive wage increases, good benefits, expanded training opportunities and stronger worker protections. The contract will last three years and creates a jointly controlled employee-training fund to provide employees the ability to acquire and strengthen the necessary skills for a career in high-technology green manufacturing.

The signing ceremony represents the culmination of a cooperative long-term relationship among BYD, SMART and Jobs to Move America to provide pathways to economic and environmental sustainability. These partners are dedicated to helping revitalize the middle class with well-paying manufacturing jobs and strengthening our communities by building clean, electric buses.

“We are very happy and pleased that the workers realized the benefits they will be receiving with union representation,” said Local 105 President/Business Manager Luther Medina. “This is a big victory for Local 105, the workers at BYD and the Antelope Valley community. We are pleased to be adding new members to the ranks of Sheet Metal Workers Local 105.”

BYD’s labor contract follows last year’s groundbreaking community benefits agreement with Jobs to Move America, which committed BYD to hiring 40% of its workers from populations facing significant barriers to employment, such as veterans, women and African-Americans.

“Jobs to Move America congratulates our partners at SMART Local 105 and BYD on this historic milestone. This labor agreement is going to transform standards in the electric bus industry,” stated Erika Thi Patterson, California Director of Jobs to Move America. “There is no company in the electric

bus sector with an agreement of this kind. We're very excited for the tremendous impact this contract will have on the quality of life for BYD workers at the Lancaster facility and the regional economy."

Highlights of the agreement:

- The collective bargaining agreement between BYD Coach & Bus and SMART Local 105 will remain in effect until January 31, 2021.
- The agreement was approved on January 27, 2018 and went into effect on February 1, 2018.
- This is the first-ever labor agreement between an electric bus manufacturer and a labor union in the United States.
- Under the terms of the agreement, employees will receive wage increases for each year of the agreement's three-year term.
- Employees will be eligible for health, dental, vision, and 401k benefits under the collective bargaining agreement.
- The agreement will allow BYD Coach & Bus and SMART Local 105 to fund a jointly controlled employee training fund. The fund will provide members with training opportunities to acquire and strengthen the skills necessary for a career in high-technology green manufacturing.

## ABOUT

**The Official Sponsor of Mother Nature™, BYD (Build Your Dreams)** is the world's largest manufacturer of electric vehicles for the third year in a row and the largest electric bus manufacturer in the United States. BYD is an industry leader in rechargeable battery technology, high-efficiency automobiles, buses, medium- and heavy-duty trucks, SkyRail, forklifts, energy storage and solar power generation. Around the world, BYD has roughly 40,000 zero-emission buses in service. With more than 220,000 employees and over \$15 billion in annual revenue, BYD drives innovation by reinvesting billions of dollars into R&D every year. For more information, visit [www.byd.com](http://www.byd.com).

**The International Association of Sheet Metal, Air, Rail, and Transportation Workers Union** represents 216,000 members in North America, including sheet metal workers, service technicians, bus operators, welders and more, advocating for fairness in the workplace and opportunity for all working families. For more information, please visit [www.local105.org](http://www.local105.org).

**Jobs to Move America** is a national organization uniting community, labor, faith, civil rights, philanthropic, academic and environmental groups. JMA is dedicated to ensuring that the billions of public dollars spent on public infrastructure create better results for our communities: sustainable jobs and greater opportunity for low-income and other disadvantaged people. For more information, please visit [www.jobstomoveamerica.org](http://www.jobstomoveamerica.org).

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