

CBA ANALYSIS

PT. INDO SAWIT SUBUR TUNGKAL ULU (PT. IIS-TU)

Company Profile

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| Company Name | : PT. Indo Sawit Subur- Tungkall Ulu |
| Company Address | : Tj. Benanak, Merlung District, Tanjung Jabung Barat Regency, Jambi 36552 |
| Company Status | : UNIT - ASIAN AGRI GROUP |
| Type of Business | : Oil Palm Plantation, Oil Palm Processing |
| Number of Company Workers | : 785 labour |
| PKB Validity Period | : 2023 to 2025 |

1. Best & Bad Practice of Freedom of Association

Best:

- 1.1. Article 2 paragraph 1: The Company recognizes the PK. F HUKATAN KSBSI PT. IIS-TU as a Workers' Organization that acts and represents all its members working at PT. IIS-TU in the implementation of employment relations and the working conditions listed in the Collective Labor Agreement
- 1.2. Article 5 paragraphs 1 and 2; Trade unions are given guarantees, do not receive pressure in management (functionary) either directly or indirectly, do not receive discriminatory treatment and retaliatory actions caused by carrying out their duties
- 1.3. Article 6; facilities for Labor Unions, the Company provides facilities and assistance for trade unions (offices, meeting rooms, dispensation of working days for 2 working days in 1 month for SP/SB administrators, Dispensation and facilities for administrators/members sent to attend seminars or SP/SB Congresses)
- 1.4. Article 6 paragraph 4; The implementation of the member dues collection is assisted by the company

Bad:-

2. Best & Bad Practices on Wages

Best:

- 2.1. Article 5 paragraph 1; Daily wages and permanent workers are given wages in the form of money determined based on the minimum wage (UMK/UMP) issued by the local government in accordance with the applicable regional autonomy laws and regulations, plus workers' rice worth / a total of 15 kg
- 2.2. Article 5 paragraph 2; The provision of in-kind is given to the dependents of the workers whose value (wife 9kg and child 7.5kg) is replaced with money. The amount is agreed upon by the company and the Trade Union in a collective agreement
- 2.3. Article 3 employment acceptance; The minimum age is 18 years old, the new worker is accepted to work through a probationary period of 3 months which is stated in writing and notified to the worker. After the 3-month probationary period has passed, the employer is obliged to appoint the worker as a permanent employee, with criteria and work achievements during the probation.

Bad:

Article 21 separation money for those who resign and are laid off due to default:

1. The working period is less than 3 years and does not receive separation money
2. 3 -6 years working period: 0.5 months salary
3. Working period 6 – 9 years: 0.75 months salary
4. Working Period 9 – 12 years 1.25 months salary

3. Best and Bad Practices on Social Security

Best:

- 3.1. Article 14 paragraph 1: the company includes all workers as participants in BPJS Employment (JKK, JKM, JHT and JP). For JKM other than those given by BJS Employment the company provides (Land and process for funeral)
- 3.2. Article 14 paragraph 2; The company registers all workers to become BPJS Kesehatan participants
- 3.3. Article 14 paragraph 4: the company provides a child/infant care with the assistance of a caregiver/nurse:
- 3.4. Article 14 paragraph 10; in terms of allowing companies to provide opportunities for workers to garden vegetables
- 3.5. Article 14 paragraph 5; to improve the education of children of outstanding workers who achieve 1 – 3 rank in their class at the end of each lesson, elementary – Rp. 200,000, junior high school – Rp. 250,000, high school – Rp. 300.00 per school year and tertiary – Rp. 400,000 per school year with a minimum GPA of 3.5

Bad:

Best Practices on Gender

Best:

- 3.6. Article 14 paragraph 4: the company provides a child/infant daycare with the assistance of a caregiver/nurse
- 3.7. Article 8 paragraph 2; Female workers who feel pain during menstruation and notify the employer, are not obliged to work on the first and second days of menstruation, through an examination by the mmedis at the company

Bad:-

4. Best and Bad Practices on OSH 3, including elements of Climate Change and Just Transition

Best:

- 4.1. Article 15 paragraph 1: The Company guarantees occupational safety and health by complying with K3 regulations in accordance with the Law
- 4.2. Article 15 paragraph 1 : the company provides work clothes according to the company's ability
- 4.3. Article 15 paragraph 1; The work tools are given by the Company in accordance with the type of work and are fully borne by the Company paragraph 1
- 4.4. Article 15 paragraph 3: Twice a year, employers provide work clothes according to the company's ability
- 4.5. Article 15 paragraph 5; At least once every 6 (six) months, employers are obliged to send to the company's polyclinic, workers who are employed as poison sprayers, pest pollinators and those related to chemicals, to have their health checked

Bad:-