

RINGKASAN PERJANJIAN KERJA BERSAMA TAHUN 2025 – 2026

Collective Agreement Resume for 2025 – 2026

PT Wijaya Karya Beton Tbk



HAL-HAL UMUM GENERAL MATTER

Pihak yang Terikat

- **Perusahaan:** PT Wijaya Karya Beton Tbk, diwakili oleh **Kuntjara** (Direktur Utama).
- **Serikat Pekerja:** Perhimpunan Pegawai PT Wijaya Karya Beton (PPWB), diwakili oleh **Erwan Widiatmoko** (Ketua Umum)

Ruang Lingkup

PKB ini berlaku dan mengikat bagi **seluruh Pegawai PT Wijaya Karya Beton Tbk**. Pegawai yang ditugaskan di anak perusahaan/perusahaan asosiasi diatur dalam peraturan tersendiri, dengan beberapa ketentuan PHK tetap mengacu pada PKB ini.

Status dan Pengelompokan Pegawai

- **Pegawai Organik :** Pegawai inti dengan daya nalar tinggi, keahlian khusus. Pendapatan utama berupa **Fixed Pay**.
- **Pegawai Terampil :** Pegawai operasional dengan keterampilan tertentu. Pendapatan utama berupa **Gaji Pokok + Tunjangan Kesejahteraan**.

Bound Parties

- **Company:** PT Wijaya Karya Beton Tbk, represented by **Kuntjara** (President Director).
- **Labor Union:** : Perhimpunan Pegawai PT Wijaya Karya Beton (PPWB), represented by **Erwan Widiatmoko** (Chairperson)

Scope

*This collective agreement applies to and is binding on **all employees of PT Wijaya Karya Beton Tbk**. **Employees** assigned to subsidiaries/affiliated companies are governed by separate regulations, with some provisions on termination of employment still referring to this collective agreement.*

Employee Status and Classification

- **MT Employee:** Core employees with high reasoning skills and specialized expertise. Main income is in the form of **Fixed Pay**.
- **Skilled Employee:** Operational employees with specific skills. Main income consists of **Base Salary + Welfare Benefits**.

HAK-HAK PENTING PEGAWAI

EMPLOYEE RIGHTS

Waktu Kerja & Cuti

- **Waktu Kerja** : 5 hari kerja (Senin-Jumat), 40 jam/minggu.
- **Cuti Tahunan** : 12 hari kerja/tahun setelah 1 tahun masa kerja. Uang cuti dibayarkan 100% dari Fixed Pay/Pendapatan.
- **Cuti Bersalin** : 1,5 bulan sebelum dan 1,5 bulan setelah melahirkan. Dapat ditambah 3 bulan dalam kondisi khusus mendapatkan 100% Take Home Pay (4 bulan pertama) dan 75% (2 bulan berikutnya).
- **Izin Penting** : Tersedia berbagai jenis izin (kematian keluarga, menikah, ibadah haji, dll) dengan ketentuan lama izin yang jelas. Pegawai yang istrinya melahirkan diberikan hak atas izin penting selama 5 (lima) hari kerja tanpa mengurangi hak atas penghasilan yang diterima.

Pendapatan & Tunjangan

- **Sistem Penggajian** : Terdiri dari komponen tetap dan tidak tetap.
- **Tunjangan Hari Raya (THR)** : Minimal 1 x Take Home Pay setelah 12 bulan kerja.
- **Jasa Produksi & Insentif** : Diberikan berdasarkan kinerja perusahaan dan pencapaian target.
- **Lembur** : Hanya untuk Pegawai Terampil, dihitung berdasarkan rumus tertentu dan memerlukan Surat Perintah Lembur.

Working Time & Leave

- **Working Hours**: 5 working days (Monday-Friday), 40 hours/week.
- **Annual Leave**: 12 working days/year after 1 year of service. Leave pay is paid at 100% of Fixed Pay/Income.
- **Maternity Leave**: 1.5 months before and 1.5 months after giving birth. Can be extended by 3 months under special circumstances with 100% Take Home Pay (first 4 months) and 75% (next 2 months).
- **Special Leave**: Various types of leave (family death, marriage, Hajj pilgrimage, etc.) are available with clear provisions regarding the length of leave. Employees whose wives give birth are entitled to 5 (five) working days of special leave without any reduction in their salary.

Income & Benefits

- **Payroll System**: Consists of fixed and variable components.
- **Holiday Allowance (THR)**: Minimum of 1 x Take Home Pay after 12 months of employment.
- **Production Services & Incentives**: Awarded based on company performance and target achievement.
- **Overtime**: Only for Skilled Employees, calculated based on a specific formula and requires an Overtime Order Letter.

HAK-HAK PENTING PEGAWAI

EMPLOYEE RIGHTS

Jaminan Sosial & Kesejahteraan

- **BPJS** : Perusahaan mengikutsertakan semua pegawai dalam BPJS Kesehatan (ditanggung perusahaan) dan BPJS Ketenagakerjaan (ditanggung bersama).
- **Program Pensiun** : Perusahaan menyelenggarakan program pensiun yang dikelola Lembaga penyelenggara dana pensiun.
- **Sumbangan Sosial** : Diberikan untuk pernikahan, duka cita, dan bencana alam.
- **Fasilitas Lainnya** : Makan siang, fasilitas olahraga & kesenian, sarana ibadah, koperasi, dll.

Penghargaan Kerja

- **Satya Karya** : Diberikan pada masa kerja tertentu (10, 15, 20, dst. tahun) berupa piagam dan sejumlah Fixed Pay/Pendapatan.
- **Berdasarkan Prestasi** : Untuk inovasi, jasa, dan prestasi luar biasa yang menguntungkan perusahaan

Social Security & Welfare

- **BPJS**: The company enrolls all employees in BPJS Health (covered by the company) and BPJS Employment (jointly covered).
- **Retirement Program**: The company organizes a retirement program managed by a retirement fund administrator.
- **Social Contributions**: Provided for weddings, bereavement, and natural disasters
- **Other Facilities**: Lunch, sports & arts facilities, worship facilities, cooperatives, etc.

Work Awarding

- **Satya Karya** : Given at certain periods of employment (10, 15, 20, etc. years) in the form of a certificate and a fixed amount of pay/income.
- **Based on Merit**: For innovation, service, and outstanding achievements that benefit the company

KEPATUHAN KEPEGAWAIAN

EMPLOYEE COMPLIANCE

Kewajiban & Larangan Pegawai

- Mentaati PKB dan peraturan perusahaan.
- Menjaga rahasia dan aset perusahaan.
- Berperilaku sesuai norma agama, hukum, dan budaya perusahaan.
- **Dilarang** bekerja di perusahaan lain selama jam kerja tanpa izin tertulis.

Pembinaan & Pengembangan

Perusahaan menyelenggarakan berbagai pelatihan:

- Pra-Kerja
- Umum Dasar
- Fungsional & Manajerial
- Kerja (on-the-job training)
- Pendidikan Lanjutan
- Pra Purna Bakti (persiapan pensiun)

Employee Obligations and Prohibitions

- *Comply with the Collective Agreement and company regulations.*
- *Maintain company confidentiality and assets.*
- *Behave in accordance with religious norms, laws, and company culture.*
- *Prohibited to work at another company during working hours without written permission.*

Coaching & Development

The company organizes various training programs:

- *Pre-Employment*
- *Basic General*
- *Functional & Managerial*
- *On-the-job training*
- *Continuing Education*
- *Pre-Retirement (retirement preparation)*

KEPATUHAN KEPEGAWAIAN

EMPLOYEE COMPLIANCE

Kesehatan, Keselamatan Kerja, & Lingkungan (K3L)

- Perusahaan wajib menyelenggarakan program K3L dan menyediakan alat pelindung diri (APD).
- Pegawai wajib mematuhi semua peraturan K3L.

Disiplin & Sanksi

Sanksi diberikan secara bertahap berdasarkan berat-ringannya pelanggaran:

- **Peringatan Lisan**
- **Peringatan Tertulis Tingkat I, II, III**
- **Pemutusan Hubungan Kerja (PHK):** Pelanggaran berat (seperti penipuan, pencurian, kekerasan, narkoba) dapat langsung dikenai sanksi PHK

Health, Safety, and Environment (HSE)

- *Companies are required to implement K3L programs and provide personal protective equipment (PPE)*
- *Employees are required to comply with all K3L regulations.*

Discipline & Sanctions

Penalties are imposed gradually based on the severity of the violation:

- **Verbal Warning**
- **Written Warning Level I, II, III**
- **Termination of Employment:** *Serious violations (such as fraud, theft, violence, drugs) can result in immediate termination of employment.*

Pemutusan Hubungan Kerja (PHK)

- PHK dapat terjadi karena berbagai alasan (pengunduran diri, pelanggaran, pensiun, meninggal dunia, dll). Hak kompensasi (uang pisah, uang penghargaan masa kerja, manfaat pensiun) bervariasi tergantung sebab PHK, diatur detail dalam **Lampiran 4 dalam PKB**
- **Usia Pensiun Normal** : 55 – 58 tahun (berdasarkan jenjang jabatan).
- **Masa Persiapan Pensiun (MPP)** : Diberikan 3-12 bulan sebelum pensiun, dengan hak menerima Take Home Pay penuh.

Penyelesaian Perselisihan

- Keluh kesah diselesaikan secara berjenjang: atasan langsung -> atasan tingkat lebih tinggi -> PPWB -> Direksi.
- Jika tidak terselesaikan, dapat diajukan ke Departemen Tenaga Kerja.
- Dibentuk Lembaga Kerjasama Bipartit (LKS Bipartit) untuk membahas perubahan PKB.

Termination of Employment

- *Termination of employment may occur for various reasons (resignation, misconduct, retirement, death, etc.). Compensation rights (severance pay, length of service award, pension benefits) vary depending on the reason for termination, as detailed in Appendix 4 on Collective Agreement*
- **Normal Retirement Age**: 55-58 years old (based on job level).
- **Retirement Preparation Period (RPP)**: Granted 3-12 months prior to retirement, with the right to receive full take-home pay.

Dispute Resolution

- *Complaints are resolved in stages: immediate supervisor -> higher-level supervisor -> PPWB -> Board of Directors.*
- *If unresolved, they can be submitted to the Department of Labor.*
- *A Bipartite Cooperation Institution (LKS Bipartit) has been established to discuss changes to the PKB.*

Thank You

For further information,
please visit Our Official Website :

