

ABSTRAK

UPAYA PENYELESAIAN SENGKETA PEMUTUSAN HUBUNGAN KERJA BURUH PT PHILIPS SEAFOOD DI KOTA BANDAR LAMPUNG

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Sengketa Pemutusan Hubungan Kerja (PHK) yang terjadi pada buruh PT Philips Seafood Indonesia (PT PSI) di Kota Bandar Lampung disebabkan oleh ketidakpuasan perusahaan terhadap kinerja 40 buruh wanita pengupas kulit udang berstatus Pekerja Harian Lepas (PHL) yang tidak memenuhi standar perusahaan berdasarkan evaluasi atau penilaian kinerja mingguan pada bulan Agustus, September, Oktober dan November 2022 sehingga berdampak kepada target perusahaan yang menurun, walaupun sebenarnya terdapat indikator pandemi Covid-19 sehingga menyebabkan pula kondisi keuangan perusahaan makin memburuk. Hal ini dianggap tidak dapat dijadikan dasar yang jelas atas pengabdian masa kerja buruh selama puluhan tahun, adanya indikasi pemberangusan serikat pekerja (*Union Busting*) karena PHK dilakukan setelah Serikat Buruh PT PSI mengajukan 87 orang pekerja harian diangkat menjadi pekerja permanen, sehingga buruh yang diberhentikan meminta untuk dipekerjakan kembali karena sejak September 2022 para buruh tersebut secara berangsur-angsur dirumahkan. Benefit BPJS Kesehatan dan BPJS Ketenagakerjaan diputus secara sepihak oleh manajemen perusahaan pada 14 Desember 2022 dengan keterangan pada aplikasi personal “keluar atas kemauan sendiri”, lantas dengan adanya perselisihan tersebut terdapat dua permasalahan, yaitu bagaimana upaya penyelesaian sengketa pemutusan hubungan kerja buruh PT Philips Seafood Indonesia Lampung Plant di Kota Bandar Lampung? dan apa faktor penghambat dalam penyelesaian sengketa pemutusan hubungan kerja buruh PT Philips Seafood Indonesia Lampung Plant di Kota Bandar Lampung? Tujuan penelitian untuk mengetahui penyelesaian sengketa secara non-litigasi melalui bipartit dan tripartit yang telah dilakukan secara bertahap hingga pada bulan Februari 2023 mediator Disnaker Kota Bandar Lampung mengeluarkan sebuah anjuran. Metode penelitian yang digunakan ialah yuridis normatif dan yuridis empiris.

Kata Kunci : Pemutusan Hubungan Kerja, Sengketa Tenaga Kerja, Upaya Penyelesaian.

ABSTRACT

MEANS OF DISPUTE SOLUTION ON TERMINATION OF EMPLOYMENT RELATION WORKERS OF PT PHILIPS SEAFOOD IN BANDAR LAMPUNG

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The purpose of this research is to find out how to resolve the dispute over the termination of employment of workers at PT Philips Seafood Indonesia in the city of Bandar Lampung. In providing information to the public and the general public, especially to future job seekers, it is important to carefully consider all employment agreements that will be agreed upon, such as the status of the employment agreement as a PKWT (Fixed-Term Employment Agreement) or PKWTT (Permanent Employment Agreement), working hours and until when, starting from what work is done, how labor rights and obligations must be obtained and implemented during work, leave schedules, severance pay, salaries, and other matters by the legislation, namely Law Number 13 of 2003 concerning Employment The Termination of Employment (PHK) dispute that occurred among PT Philips Seafood Indonesia (PT PSI) workers in Bandar Lampung City was caused by the company's dissatisfaction with the performance of 40 female shrimp peeling workers with the status of Casual Daily Workers (PHL) who did not meet company standards based on evaluations or weekly performance assessments in August, September, October and November 2022, resulting in a decline in the company's targets, even though there are actually indicators of the Covid-19 pandemic which has also caused the company's financial condition to worsen. It was deemed that this could not be used as a clear basis for the decades of service workers had worked for, there were indications of union busting because the layoffs were carried out after the PT PSI Labor Union proposed that 87 daily workers be appointed as permanent workers, so that the laid off workers requested to be re-employed because since September 2022 these workers have been gradually laid off. BPJS Health and BPJS Employment benefits were terminated unilaterally by company management on December 14 2022 with the statement on the personal application "leaving of one's own accord", then with this dispute there are two problems, namely how to resolve the dispute over termination of employment of PT Philips Seafood Indonesia workers Lampung Plant in Bandar Lampung City? and what are the inhibiting factors in resolving the employment termination dispute between PT Philips Seafood Indonesia Lampung Plant workers in Bandar Lampung City? The aim of the research is to find out non-litigation dispute resolution through bipartite and tripartite which has been carried out in stages until in February 2023 the Bandar Lampung City Manpower Office mediator issued a recommendation. The research methods used are normative juridical and empirical juridical.

Keywords: Termination of Employment, Labor Dispute, Resolution Efforts.