

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3280100: transport urbain et régional de la région flamande

En vigueur au 01/07/2016 (Dernière actualisation de la page 20/08/2020)

Indexation de 2,00 % en 07/2016.

En cas d'indexation en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

### 1. : SERVICES TECHNIQUES

#### 1.1. : PARTIE 1

| Ancienneté | Catégorie   |             |             |             |             |             |             |             |             |             |             |
|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|            | CL.1        | CL.1        | CL.2        | CL.2        | CL.3        | CL.3        | CL.4        | CL.4        | CL.5        | CL.5        | CL.5        |
|            | 11.1        | 11.2        | 12.1        | 12.2        | 13.1        | 13.2        | 14.1        | 14.2        | 15.1        | 15.2        | 15.3        |
| OA         | 12.2<br>792 | 12.5<br>360 | 13.0<br>706 | 13.3<br>275 | 13.8<br>621 | 14.1<br>187 | 14.5<br>467 | 14.8<br>036 | 15.2<br>310 | 15.4<br>877 | 15.7<br>444 |
| OB         | 12.2<br>792 | 12.5<br>360 | 13.0<br>706 | 13.3<br>275 | 13.8<br>621 | 14.1<br>187 | 14.5<br>467 | 14.8<br>036 | 15.2<br>310 | 15.4<br>877 | 15.7<br>444 |
| 1          | 12.2<br>792 | 12.5<br>360 | 13.0<br>706 | 13.3<br>275 | 13.8<br>621 | 14.1<br>187 | 14.5<br>467 | 14.8<br>036 | 15.2<br>310 | 15.4<br>877 | 15.7<br>444 |
| 2          | 12.2<br>792 | 12.5<br>360 | 13.0<br>706 | 13.3<br>275 | 13.8<br>621 | 14.1<br>187 | 14.5<br>467 | 14.8<br>036 | 15.2<br>310 | 15.4<br>877 | 15.7<br>444 |
| 3          | 12.2<br>792 | 12.5<br>360 | 13.0<br>706 | 13.3<br>275 | 13.8<br>621 | 14.1<br>187 | 14.5<br>467 | 14.8<br>036 | 15.2<br>310 | 15.4<br>877 | 15.7<br>444 |
| 4          | 12.3<br>946 | 12.6<br>542 | 13.1<br>946 | 13.4<br>545 | 13.9<br>949 | 14.2<br>547 | 14.6<br>871 | 14.9<br>464 | 15.3<br>793 | 15.6<br>384 | 15.8<br>976 |
| 5          | 12.3<br>946 | 12.6<br>542 | 13.1<br>946 | 13.4<br>545 | 13.9<br>949 | 14.2<br>547 | 14.6<br>871 | 14.9<br>464 | 15.3<br>793 | 15.6<br>384 | 15.8<br>976 |
| 6          | 12.6<br>260 | 12.8<br>911 | 13.4<br>433 | 13.7<br>083 | 14.2<br>607 | 14.5<br>258 | 14.9<br>674 | 15.2<br>329 | 15.6<br>746 | 15.9<br>394 | 16.2<br>044 |
| 7          | 12.6<br>260 | 12.8<br>911 | 13.4<br>433 | 13.7<br>083 | 14.2<br>607 | 14.5<br>258 | 14.9<br>674 | 15.2<br>329 | 15.6<br>746 | 15.9<br>394 | 16.2<br>044 |
| 8          | 12.8<br>572 | 13.1<br>276 | 13.6<br>916 | 13.9<br>626 | 14.5<br>264 | 14.7<br>971 | 15.2<br>482 | 15.5<br>188 | 15.9<br>702 | 16.2<br>410 | 16.5<br>116 |
| 9          | 12.8<br>572 | 13.1<br>276 | 13.6<br>916 | 13.9<br>626 | 14.5<br>264 | 14.7<br>971 | 15.2<br>482 | 15.5<br>188 | 15.9<br>702 | 16.2<br>410 | 16.5<br>116 |
| 10         | 13.0<br>884 | 13.3<br>649 | 13.9<br>403 | 14.2<br>166 | 14.7<br>922 | 15.0<br>685 | 15.5<br>291 | 15.8<br>051 | 16.2<br>658 | 16.5<br>421 | 16.8<br>182 |
| 11         | 13.0<br>884 | 13.3<br>649 | 13.9<br>403 | 14.2<br>166 | 14.7<br>922 | 15.0<br>685 | 15.5<br>291 | 15.8<br>051 | 16.2<br>658 | 16.5<br>421 | 16.8<br>182 |
| 12         | 13.2<br>107 | 13.4<br>898 | 14.0<br>718 | 14.3<br>510 | 14.9<br>329 | 15.2<br>121 | 15.6<br>776 | 15.9<br>566 | 16.4<br>222 | 16.7<br>016 | 16.9<br>810 |
| 13         | 13.2<br>107 | 13.4<br>898 | 14.0<br>718 | 14.3<br>510 | 14.9<br>329 | 15.2<br>121 | 15.6<br>776 | 15.9<br>566 | 16.4<br>222 | 16.7<br>016 | 16.9<br>810 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 14 | 13.3<br>333 | 13.6<br>155 | 14.2<br>031 | 14.4<br>854 | 15.0<br>736 | 15.3<br>560 | 15.8<br>262 | 16.1<br>082 | 16.5<br>789 | 16.8<br>610 | 17.1<br>433 |
| 15 | 13.3<br>333 | 13.6<br>155 | 14.2<br>031 | 14.4<br>854 | 15.0<br>736 | 15.3<br>560 | 15.8<br>262 | 16.1<br>082 | 16.5<br>789 | 16.8<br>610 | 17.1<br>433 |
| 16 | 13.4<br>555 | 13.7<br>412 | 14.3<br>353 | 14.6<br>200 | 15.2<br>145 | 15.4<br>994 | 15.9<br>747 | 16.2<br>599 | 16.7<br>352 | 17.0<br>206 | 17.3<br>059 |
| 17 | 13.4<br>555 | 13.7<br>412 | 14.3<br>353 | 14.6<br>200 | 15.2<br>145 | 15.4<br>994 | 15.9<br>747 | 16.2<br>599 | 16.7<br>352 | 17.0<br>206 | 17.3<br>059 |
| 18 | 13.5<br>780 | 13.8<br>663 | 14.4<br>667 | 14.7<br>551 | 15.3<br>554 | 15.6<br>433 | 16.1<br>231 | 16.4<br>114 | 16.8<br>919 | 17.1<br>800 | 17.4<br>679 |
| 19 | 13.5<br>780 | 13.8<br>663 | 14.4<br>667 | 14.7<br>551 | 15.3<br>554 | 15.6<br>433 | 16.1<br>231 | 16.4<br>114 | 16.8<br>919 | 17.1<br>800 | 17.4<br>679 |
| 20 | 13.7<br>007 | 13.9<br>917 | 14.5<br>984 | 14.8<br>895 | 15.4<br>960 | 15.7<br>869 | 16.2<br>726 | 16.5<br>636 | 17.0<br>487 | 17.3<br>394 | 17.6<br>303 |
| 21 | 13.7<br>007 | 13.9<br>917 | 14.5<br>984 | 14.8<br>895 | 15.4<br>960 | 15.7<br>869 | 16.2<br>726 | 16.5<br>636 | 17.0<br>487 | 17.3<br>394 | 17.6<br>303 |
| 22 | 13.8<br>231 | 14.1<br>174 | 14.7<br>298 | 15.0<br>241 | 15.6<br>370 | 15.9<br>304 | 16.4<br>212 | 16.7<br>153 | 17.2<br>050 | 17.4<br>991 | 17.7<br>935 |
| 23 | 13.8<br>231 | 14.1<br>174 | 14.7<br>298 | 15.0<br>241 | 15.6<br>370 | 15.9<br>304 | 16.4<br>212 | 16.7<br>153 | 17.2<br>050 | 17.4<br>991 | 17.7<br>935 |
| 24 | 13.9<br>457 | 14.2<br>429 | 14.8<br>618 | 15.1<br>585 | 15.7<br>774 | 16.0<br>743 | 16.5<br>694 | 16.8<br>668 | 17.3<br>617 | 17.6<br>590 | 17.9<br>560 |
| 25 | 13.9<br>457 | 14.2<br>429 | 14.8<br>618 | 15.1<br>585 | 15.7<br>774 | 16.0<br>743 | 16.5<br>694 | 16.8<br>668 | 17.3<br>617 | 17.6<br>590 | 17.9<br>560 |
| 26 | 14.0<br>682 | 14.3<br>683 | 14.9<br>933 | 15.2<br>935 | 15.9<br>181 | 16.2<br>182 | 16.7<br>180 | 17.0<br>182 | 17.5<br>184 | 17.8<br>181 | 18.1<br>182 |
| 27 | 14.0<br>682 | 14.3<br>683 | 14.9<br>933 | 15.2<br>935 | 15.9<br>181 | 16.2<br>182 | 16.7<br>180 | 17.0<br>182 | 17.5<br>184 | 17.8<br>181 | 18.1<br>182 |
| 28 | 14.1<br>905 | 14.4<br>937 | 15.1<br>246 | 15.4<br>279 | 16.0<br>591 | 16.3<br>621 | 16.8<br>670 | 17.1<br>701 | 17.6<br>748 | 17.9<br>779 | 18.2<br>811 |
| 29 | 14.3<br>130 | 14.6<br>190 | 15.2<br>562 | 15.5<br>625 | 16.1<br>996 | 16.5<br>060 | 17.0<br>162 | 17.3<br>213 | 17.8<br>314 | 18.1<br>372 | 18.4<br>431 |

## 1.2. : PARTIE 2

| Ancie<br>nneté | Catégorie                             |                                       |                                     |                                             |                                        |                                                |                                   |                                           |                                            |                                            |
|----------------|---------------------------------------|---------------------------------------|-------------------------------------|---------------------------------------------|----------------------------------------|------------------------------------------------|-----------------------------------|-------------------------------------------|--------------------------------------------|--------------------------------------------|
|                | 0.1<br>Fem<br>mes<br>de<br>ména<br>ge | 0.2<br>Fem<br>mes<br>de<br>ména<br>ge | 2.1<br>Ouvri<br>ers<br>habit<br>uel | 2.2-<br>3.1<br>Ouvri<br>ers<br>habit<br>uel | 3.2<br>Ouvri<br>ers<br>spéci<br>alisés | 3.3-<br>4.1<br>Ouvri<br>ers<br>spéci<br>alisés | 4.2<br>Ouvri<br>ers<br>formé<br>s | 4.3-<br>5.1<br>Ouvri<br>ers<br>formé<br>s | 5.2<br>liers<br>ouvri<br>ers<br>formé<br>s | 5.3<br>liers<br>ouvri<br>ers<br>formé<br>s |
| 0A             | 12.18<br>33                           | 12.48<br>47                           | 13.15<br>26                         | 13.48<br>73                                 | 13.55<br>76                            | 13.75<br>41                                    | 14.08<br>69                       | 14.42<br>38                               | 14.77<br>08                                | 14.96<br>04                                |
| 0B             | 12.18<br>33                           | 12.48<br>47                           | 13.15<br>26                         | 13.48<br>73                                 | 13.55<br>76                            | 13.75<br>41                                    | 14.08<br>69                       | 14.42<br>38                               | 14.77<br>08                                | 14.96<br>04                                |
| 1              | 12.18<br>33                           | 12.48<br>47                           | 13.15<br>26                         | 13.48<br>73                                 | 13.55<br>76                            | 13.75<br>41                                    | 14.08<br>69                       | 14.42<br>38                               | 14.77<br>08                                | 14.96<br>04                                |
| 2              | 12.18<br>33                           | 12.48<br>47                           | 13.15<br>26                         | 13.48<br>73                                 | 13.55<br>76                            | 13.75<br>41                                    | 14.08<br>69                       | 14.42<br>38                               | 14.77<br>08                                | 14.96<br>04                                |
| 3              | 12.18<br>33                           | 12.48<br>47                           | 13.15<br>26                         | 13.48<br>73                                 | 13.55<br>76                            | 13.75<br>41                                    | 14.08<br>69                       | 14.42<br>38                               | 14.77<br>08                                | 14.96<br>04                                |
| 4              | 12.25<br>14                           | 12.55<br>46                           | 13.22<br>77                         | 13.56<br>46                                 | 13.63<br>57                            | 13.83<br>50                                    | 14.17<br>01                       | 14.50<br>91                               | 14.85<br>93                                | 15.05<br>07                                |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5  | 12.25<br>14 | 12.55<br>46 | 13.22<br>77 | 13.56<br>46 | 13.63<br>57 | 13.83<br>50 | 14.17<br>01 | 14.50<br>91 | 14.85<br>93 | 15.05<br>07 |
| 6  | 12.34<br>13 | 12.64<br>76 | 13.32<br>77 | 13.66<br>84 | 13.74<br>02 | 13.94<br>27 | 14.28<br>13 | 14.62<br>40 | 14.97<br>75 | 15.17<br>02 |
| 7  | 12.34<br>13 | 12.64<br>76 | 13.32<br>77 | 13.66<br>84 | 13.74<br>02 | 13.94<br>27 | 14.28<br>13 | 14.62<br>40 | 14.97<br>75 | 15.17<br>02 |
| 8  | 12.43<br>18 | 12.74<br>07 | 13.42<br>79 | 13.77<br>20 | 13.84<br>42 | 14.04<br>98 | 14.39<br>21 | 14.73<br>83 | 15.09<br>51 | 15.29<br>06 |
| 9  | 12.43<br>18 | 12.74<br>07 | 13.42<br>79 | 13.77<br>20 | 13.84<br>42 | 14.04<br>98 | 14.39<br>21 | 14.73<br>83 | 15.09<br>51 | 15.29<br>06 |
| 10 | 12.52<br>17 | 12.83<br>38 | 13.52<br>80 | 13.87<br>52 | 13.94<br>87 | 14.15<br>76 | 14.50<br>33 | 14.85<br>22 | 15.21<br>29 | 15.41<br>05 |
| 11 | 12.52<br>17 | 12.83<br>38 | 13.52<br>80 | 13.87<br>52 | 13.94<br>87 | 14.15<br>76 | 14.50<br>33 | 14.85<br>22 | 15.21<br>29 | 15.41<br>05 |
| 12 | 12.61<br>19 | 12.92<br>73 | 13.62<br>78 | 13.97<br>88 | 14.05<br>28 | 14.26<br>50 | 14.61<br>37 | 14.96<br>69 | 15.33<br>10 | 15.53<br>07 |
| 13 | 12.61<br>19 | 12.92<br>73 | 13.62<br>78 | 13.97<br>88 | 14.05<br>28 | 14.26<br>50 | 14.61<br>37 | 14.96<br>69 | 15.33<br>10 | 15.53<br>07 |
| 14 | 12.70<br>22 | 13.02<br>03 | 13.72<br>78 | 14.08<br>27 | 14.15<br>73 | 14.37<br>28 | 14.72<br>51 | 15.08<br>11 | 15.44<br>90 | 15.65<br>06 |
| 15 | 12.70<br>22 | 13.02<br>03 | 13.72<br>78 | 14.08<br>27 | 14.15<br>73 | 14.37<br>28 | 14.72<br>51 | 15.08<br>11 | 15.44<br>90 | 15.65<br>06 |
| 16 | 12.79<br>23 | 13.11<br>34 | 13.82<br>81 | 14.18<br>58 | 14.26<br>14 | 14.48<br>03 | 14.83<br>63 | 15.19<br>60 | 15.56<br>70 | 15.77<br>12 |
| 17 | 12.79<br>23 | 13.11<br>34 | 13.82<br>81 | 14.18<br>58 | 14.26<br>14 | 14.48<br>03 | 14.83<br>63 | 15.19<br>60 | 15.56<br>70 | 15.77<br>12 |
| 18 | 12.88<br>22 | 13.20<br>67 | 13.92<br>84 | 14.28<br>93 | 14.36<br>58 | 14.58<br>78 | 14.94<br>72 | 15.31<br>01 | 15.68<br>55 | 15.89<br>09 |
| 19 | 12.88<br>22 | 13.20<br>67 | 13.92<br>84 | 14.28<br>93 | 14.36<br>58 | 14.58<br>78 | 14.94<br>72 | 15.31<br>01 | 15.68<br>55 | 15.89<br>09 |
| 20 | 12.97<br>28 | 13.30<br>01 | 14.02<br>85 | 14.39<br>30 | 14.46<br>99 | 14.69<br>52 | 15.05<br>83 | 15.42<br>46 | 15.80<br>30 | 16.01<br>07 |
| 21 | 12.97<br>28 | 13.30<br>01 | 14.02<br>85 | 14.39<br>30 | 14.46<br>99 | 14.69<br>52 | 15.05<br>83 | 15.42<br>46 | 15.80<br>30 | 16.01<br>07 |
| 22 | 13.06<br>26 | 13.39<br>28 | 14.12<br>83 | 14.49<br>60 | 14.57<br>45 | 14.80<br>33 | 15.16<br>93 | 15.53<br>92 | 15.92<br>14 | 16.13<br>09 |
| 23 | 13.06<br>26 | 13.39<br>28 | 14.12<br>83 | 14.49<br>60 | 14.57<br>45 | 14.80<br>33 | 15.16<br>93 | 15.53<br>92 | 15.92<br>14 | 16.13<br>09 |
| 24 | 13.15<br>26 | 13.48<br>62 | 14.22<br>84 | 14.60<br>02 | 14.67<br>85 | 14.91<br>08 | 15.28<br>00 | 15.65<br>35 | 16.03<br>92 | 16.25<br>10 |
| 25 | 13.15<br>26 | 13.48<br>62 | 14.22<br>84 | 14.60<br>02 | 14.67<br>85 | 14.91<br>08 | 15.28<br>00 | 15.65<br>35 | 16.03<br>92 | 16.25<br>10 |
| 26 | 13.24<br>30 | 13.57<br>92 | 14.32<br>86 | 14.70<br>35 | 14.78<br>27 | 15.01<br>80 | 15.39<br>12 | 15.76<br>79 | 16.15<br>68 | 16.37<br>08 |
| 27 | 13.24<br>30 | 13.57<br>92 | 14.32<br>86 | 14.70<br>35 | 14.78<br>27 | 15.01<br>80 | 15.39<br>12 | 15.76<br>79 | 16.15<br>68 | 16.37<br>08 |
| 28 | 13.33<br>33 | 13.67<br>28 | 14.42<br>88 | 14.80<br>65 | 14.88<br>72 | 15.12<br>56 | 15.50<br>17 | 15.88<br>24 | 16.27<br>50 | 16.49<br>11 |
| 29 | 13.46<br>83 | 13.81<br>28 | 14.57<br>93 | 14.96<br>20 | 15.04<br>36 | 15.28<br>76 | 15.66<br>78 | 16.05<br>41 | 16.45<br>24 | 16.67<br>17 |

### 1.3. : PARTIE 3

| Ancie<br>nneté | Catégorie   |             |             |              |             |              |             |              |             |             |
|----------------|-------------|-------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|-------------|
|                | 0,1         | 0,2         | 2,1         | 2.2 -<br>3.1 | 3,2         | 3.3 -<br>4.1 | 4,2         | 4.3 -<br>5.1 | 5,2         | 5,3         |
| 0A             | 12.18<br>33 | 12.48<br>47 | 13.15<br>26 | 13.48<br>73  | 13.55<br>76 | 13.75<br>41  | 14.08<br>69 | 14.42<br>38  | 14.77<br>08 | 14.96<br>04 |
| 0B             | 12.18<br>33 | 12.48<br>47 | 13.15<br>26 | 13.48<br>73  | 13.55<br>76 | 13.75<br>41  | 14.08<br>69 | 14.42<br>38  | 14.77<br>08 | 14.96<br>04 |
| 1              | 12.18<br>33 | 12.48<br>47 | 13.15<br>26 | 13.48<br>73  | 13.55<br>76 | 13.75<br>41  | 14.08<br>69 | 14.42<br>38  | 14.77<br>08 | 14.96<br>04 |
| 2              | 12.18<br>33 | 12.48<br>47 | 13.15<br>26 | 13.48<br>73  | 13.55<br>76 | 13.75<br>41  | 14.08<br>69 | 14.42<br>38  | 14.77<br>08 | 14.96<br>04 |
| 3              | 12.18<br>33 | 12.48<br>47 | 13.15<br>26 | 13.48<br>73  | 13.55<br>76 | 13.75<br>41  | 14.08<br>69 | 14.42<br>38  | 14.77<br>08 | 14.96<br>04 |
| 4              | 12.25<br>14 | 12.55<br>46 | 13.22<br>77 | 13.56<br>46  | 13.63<br>57 | 13.83<br>50  | 14.17<br>01 | 14.50<br>91  | 14.85<br>93 | 15.05<br>07 |
| 5              | 12.25<br>14 | 12.55<br>46 | 13.22<br>77 | 13.56<br>46  | 13.63<br>57 | 13.83<br>50  | 14.17<br>01 | 14.50<br>91  | 14.85<br>93 | 15.05<br>07 |
| 6              | 12.34<br>13 | 12.64<br>76 | 13.32<br>77 | 13.66<br>84  | 13.74<br>02 | 13.94<br>27  | 14.28<br>13 | 14.62<br>40  | 14.97<br>75 | 15.17<br>02 |
| 7              | 12.34<br>13 | 12.64<br>76 | 13.32<br>77 | 13.66<br>84  | 13.74<br>02 | 13.94<br>27  | 14.28<br>13 | 14.62<br>40  | 14.97<br>75 | 15.17<br>02 |
| 8              | 12.43<br>18 | 12.74<br>07 | 13.42<br>79 | 13.77<br>20  | 13.84<br>42 | 14.04<br>98  | 14.39<br>21 | 14.73<br>83  | 15.09<br>51 | 15.29<br>06 |
| 9              | 12.43<br>18 | 12.74<br>07 | 13.42<br>79 | 13.77<br>20  | 13.84<br>42 | 14.04<br>98  | 14.39<br>21 | 14.73<br>83  | 15.09<br>51 | 15.29<br>06 |
| 10             | 12.52<br>17 | 12.83<br>38 | 13.52<br>80 | 13.87<br>52  | 13.94<br>87 | 14.15<br>76  | 14.50<br>33 | 14.85<br>22  | 15.21<br>29 | 15.41<br>05 |
| 11             | 12.52<br>17 | 12.83<br>38 | 13.52<br>80 | 13.87<br>52  | 13.94<br>87 | 14.15<br>76  | 14.50<br>33 | 14.85<br>22  | 15.21<br>29 | 15.41<br>05 |
| 12             | 12.61<br>19 | 12.92<br>73 | 13.62<br>78 | 13.97<br>88  | 14.05<br>28 | 14.26<br>50  | 14.61<br>37 | 14.96<br>69  | 15.33<br>10 | 15.53<br>07 |
| 13             | 12.61<br>19 | 12.92<br>73 | 13.62<br>78 | 13.97<br>88  | 14.05<br>28 | 14.26<br>50  | 14.61<br>37 | 14.96<br>69  | 15.33<br>10 | 15.53<br>07 |
| 14             | 12.70<br>22 | 13.02<br>03 | 13.72<br>78 | 14.08<br>27  | 14.15<br>73 | 14.37<br>28  | 14.72<br>51 | 15.08<br>11  | 15.44<br>90 | 15.65<br>06 |
| 15             | 12.70<br>22 | 13.02<br>03 | 13.72<br>78 | 14.08<br>27  | 14.15<br>73 | 14.37<br>28  | 14.72<br>51 | 15.08<br>11  | 15.44<br>90 | 15.65<br>06 |
| 16             | 12.79<br>23 | 13.11<br>34 | 13.82<br>81 | 14.18<br>58  | 14.26<br>14 | 14.48<br>03  | 14.83<br>63 | 15.19<br>60  | 15.56<br>70 | 15.77<br>12 |
| 17             | 12.79<br>23 | 13.11<br>34 | 13.82<br>81 | 14.18<br>58  | 14.26<br>14 | 14.48<br>03  | 14.83<br>63 | 15.19<br>60  | 15.56<br>70 | 15.77<br>12 |
| 18             | 12.88<br>22 | 13.20<br>67 | 13.92<br>84 | 14.28<br>93  | 14.36<br>58 | 14.58<br>78  | 14.94<br>72 | 15.31<br>01  | 15.68<br>55 | 15.89<br>09 |
| 19             | 12.88<br>22 | 13.20<br>67 | 13.92<br>84 | 14.28<br>93  | 14.36<br>58 | 14.58<br>78  | 14.94<br>72 | 15.31<br>01  | 15.68<br>55 | 15.89<br>09 |
| 20             | 12.97<br>28 | 13.30<br>01 | 14.02<br>85 | 14.39<br>30  | 14.46<br>99 | 14.69<br>52  | 15.05<br>83 | 15.42<br>46  | 15.80<br>30 | 16.01<br>07 |
| 21             | 12.97<br>28 | 13.30<br>01 | 14.02<br>85 | 14.39<br>30  | 14.46<br>99 | 14.69<br>52  | 15.05<br>83 | 15.42<br>46  | 15.80<br>30 | 16.01<br>07 |
| 22             | 13.06<br>26 | 13.39<br>28 | 14.12<br>83 | 14.49<br>60  | 14.57<br>45 | 14.80<br>33  | 15.16<br>93 | 15.53<br>92  | 15.92<br>14 | 16.13<br>09 |
| 23             | 13.06<br>26 | 13.39<br>28 | 14.12<br>83 | 14.49<br>60  | 14.57<br>45 | 14.80<br>33  | 15.16<br>93 | 15.53<br>92  | 15.92<br>14 | 16.13<br>09 |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | 13.15<br>26 | 13.48<br>62 | 14.22<br>84 | 14.60<br>02 | 14.67<br>85 | 14.91<br>08 | 15.28<br>00 | 15.65<br>35 | 16.03<br>92 | 16.25<br>10 |
| 25 | 13.15<br>26 | 13.48<br>62 | 14.22<br>84 | 14.60<br>02 | 14.67<br>85 | 14.91<br>08 | 15.28<br>00 | 15.65<br>35 | 16.03<br>92 | 16.25<br>10 |
| 26 | 13.24<br>30 | 13.57<br>92 | 14.32<br>86 | 14.70<br>35 | 14.78<br>27 | 15.01<br>80 | 15.39<br>12 | 15.76<br>79 | 16.15<br>68 | 16.37<br>08 |
| 27 | 13.24<br>30 | 13.57<br>92 | 14.32<br>86 | 14.70<br>35 | 14.78<br>27 | 15.01<br>80 | 15.39<br>12 | 15.76<br>79 | 16.15<br>68 | 16.37<br>08 |
| 28 | 13.33<br>33 | 13.67<br>28 | 14.42<br>88 | 14.80<br>65 | 14.88<br>72 | 15.12<br>56 | 15.50<br>17 | 15.88<br>24 | 16.27<br>50 | 16.49<br>11 |
| 29 | 13.46<br>83 | 13.81<br>28 | 14.57<br>93 | 14.96<br>20 | 15.04<br>36 | 15.28<br>76 | 15.66<br>78 | 16.05<br>41 | 16.45<br>24 | 16.67<br>17 |

## 2. : Etudiants ouvriers

| Age |         |
|-----|---------|
| 21  | 11.0499 |
| 20  | 9.7878  |
| 19  | 9.1630  |
| 18  | 8.5383  |
| 17  | 7.9135  |
| 16  | 7.2888  |
| 15  | 7.2888  |

## 3. : Etudiants employés

| Age |           |
|-----|-----------|
| 21  | 1771.6443 |
| 20  | 1569.2900 |
| 19  | 1469.1200 |
| 18  | 1368.9600 |
| 17  | 1268.7900 |
| 16  | 1168.6200 |
| 15  | 1168.6200 |