

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/09/2019 (Dernière actualisation de la page 05/03/2021)

Augmentation conventionnelle de 1,1 % en 09/2019.

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	13.0 452	13.3 180	13.8 861	14.1 591	14.7 269	14.9 996	15.4 542	15.7 272	16.1 813	16.4 540	16.7 267
OB	13.0 452	13.3 180	13.8 861	14.1 591	14.7 269	14.9 996	15.4 542	15.7 272	16.1 813	16.4 540	16.7 267
1	13.0 452	13.3 180	13.8 861	14.1 591	14.7 269	14.9 996	15.4 542	15.7 272	16.1 813	16.4 540	16.7 267
2	13.0 452	13.3 180	13.8 861	14.1 591	14.7 269	14.9 996	15.4 542	15.7 272	16.1 813	16.4 540	16.7 267
3	13.0 452	13.3 180	13.8 861	14.1 591	14.7 269	14.9 996	15.4 542	15.7 272	16.1 813	16.4 540	16.7 267
4	13.1 679	13.4 437	14.0 178	14.2 938	14.8 681	15.1 441	15.6 034	15.8 788	16.3 388	16.6 142	16.8 895
5	13.1 679	13.4 437	14.0 178	14.2 938	14.8 681	15.1 441	15.6 034	15.8 788	16.3 388	16.6 142	16.8 895
6	13.4 137	13.6 953	14.2 821	14.5 636	15.1 504	15.4 320	15.9 011	16.1 833	16.6 525	16.9 338	17.2 153
7	13.4 137	13.6 953	14.2 821	14.5 636	15.1 504	15.4 320	15.9 011	16.1 833	16.6 525	16.9 338	17.2 153
8	13.6 593	13.9 466	14.5 458	14.8 338	15.4 326	15.7 203	16.1 996	16.4 870	16.9 665	17.2 542	17.5 417
9	13.6 593	13.9 466	14.5 458	14.8 338	15.4 326	15.7 203	16.1 996	16.4 870	16.9 665	17.2 542	17.5 417
10	13.9 050	14.1 988	14.8 100	15.1 035	15.7 150	16.0 086	16.4 980	16.7 911	17.2 806	17.5 741	17.8 675
11	13.9 050	14.1 988	14.8 100	15.1 035	15.7 150	16.0 086	16.4 980	16.7 911	17.2 806	17.5 741	17.8 675
12	14.0 349	14.3 314	14.9 498	15.2 463	15.8 647	16.1 611	16.6 558	16.9 520	17.4 468	17.7 436	18.0 404
13	14.0 349	14.3 314	14.9 498	15.2 463	15.8 647	16.1 611	16.6 558	16.9 520	17.4 468	17.7 436	18.0 404

14	14.1 652	14.4 649	15.0 893	15.3 891	16.0 140	16.3 140	16.8 135	17.1 133	17.6 133	17.9 129	18.2 129
15	14.1 652	14.4 649	15.0 893	15.3 891	16.0 140	16.3 140	16.8 135	17.1 133	17.6 133	17.9 129	18.2 129
16	14.2 949	14.5 984	15.2 296	15.5 321	16.1 637	16.4 664	16.9 714	17.2 744	17.7 792	18.0 825	18.3 856
17	14.2 949	14.5 984	15.2 296	15.5 321	16.1 637	16.4 664	16.9 714	17.2 744	17.7 792	18.0 825	18.3 856
18	14.4 252	14.7 314	15.3 692	15.6 757	16.3 134	16.6 193	17.1 291	17.4 353	17.9 457	18.2 518	18.5 577
19	14.4 252	14.7 314	15.3 692	15.6 757	16.3 134	16.6 193	17.1 291	17.4 353	17.9 457	18.2 518	18.5 577
20	14.5 555	14.8 646	15.5 092	15.8 184	16.4 627	16.7 718	17.2 879	17.5 971	18.1 123	18.4 212	18.7 303
21	14.5 555	14.8 646	15.5 092	15.8 184	16.4 627	16.7 718	17.2 879	17.5 971	18.1 123	18.4 212	18.7 303
22	14.6 856	14.9 981	15.6 488	15.9 614	16.6 125	16.9 242	17.4 457	17.7 581	18.2 783	18.5 909	18.9 036
23	14.6 856	14.9 981	15.6 488	15.9 614	16.6 125	16.9 242	17.4 457	17.7 581	18.2 783	18.5 909	18.9 036
24	14.8 157	15.1 315	15.7 890	16.1 042	16.7 618	17.0 772	17.6 031	17.9 191	18.4 448	18.7 607	19.0 763
25	14.8 157	15.1 315	15.7 890	16.1 042	16.7 618	17.0 772	17.6 031	17.9 191	18.4 448	18.7 607	19.0 763
26	14.9 458	15.2 648	15.9 288	16.2 477	16.9 113	17.2 301	17.7 611	18.0 800	18.6 114	18.9 299	19.2 486
27	14.9 458	15.2 648	15.9 288	16.2 477	16.9 113	17.2 301	17.7 611	18.0 800	18.6 114	18.9 299	19.2 486
28	15.0 758	15.3 980	16.0 682	16.3 905	17.0 610	17.3 828	17.9 193	18.2 414	18.7 775	19.0 996	19.4 216
29	15.2 059	15.5 311	16.2 080	16.5 336	17.2 103	17.5 358	18.0 779	18.4 019	18.9 438	19.2 686	19.5 938

1.2. : PARTIE 2

Ancien neté	Catégorie									
	0.1 Fem mes de ména ge	0.2 Fem mes de ména ge	2.1 Ouvri ers habit uel	2.2- 3.1 Ouvri ers habit uel	3.2 Ouvri ers spéci alisés	3.3- 4.1 Ouvri ers spéci alisés	4.2 Ouvri ers formé s	4.3- 5.1 Ouvri ers formé s	5.2 liers ouvri ers formé s	5.3 liers ouvri ers formé s
0A	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
0B	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
1	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
2	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
3	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
4	13.01 58	13.33 78	14.05 31	14.41 09	14.48 64	14.69 81	15.05 42	15.41 44	15.78 64	15.98 98

5	13.01 58	13.33 78	14.05 31	14.41 09	14.48 64	14.69 81	15.05 42	15.41 44	15.78 64	15.98 98
6	13.11 12	13.43 67	14.15 93	14.52 12	14.59 74	14.81 27	15.17 23	15.53 64	15.91 20	16.11 67
7	13.11 12	13.43 67	14.15 93	14.52 12	14.59 74	14.81 27	15.17 23	15.53 64	15.91 20	16.11 67
8	13.20 74	13.53 56	14.26 57	14.63 12	14.70 79	14.92 65	15.29 00	15.65 80	16.03 69	16.24 45
9	13.20 74	13.53 56	14.26 57	14.63 12	14.70 79	14.92 65	15.29 00	15.65 80	16.03 69	16.24 45
10	13.30 29	13.63 45	14.37 21	14.74 09	14.81 89	15.04 10	15.40 81	15.77 87	16.16 20	16.37 19
11	13.30 29	13.63 45	14.37 21	14.74 09	14.81 89	15.04 10	15.40 81	15.77 87	16.16 20	16.37 19
12	13.39 87	13.73 37	14.47 80	14.85 10	14.92 96	15.15 51	15.52 54	15.90 06	16.28 75	16.49 96
13	13.39 87	13.73 37	14.47 80	14.85 10	14.92 96	15.15 51	15.52 54	15.90 06	16.28 75	16.49 96
14	13.49 46	13.83 26	14.58 43	14.96 13	15.04 05	15.26 95	15.64 38	16.02 19	16.41 29	16.62 70
15	13.49 46	13.83 26	14.58 43	14.96 13	15.04 05	15.26 95	15.64 38	16.02 19	16.41 29	16.62 70
16	13.59 04	13.93 17	14.69 08	15.07 08	15.15 11	15.38 37	15.76 20	16.14 40	16.53 82	16.75 51
17	13.59 04	13.93 17	14.69 08	15.07 08	15.15 11	15.38 37	15.76 20	16.14 40	16.53 82	16.75 51
18	13.68 58	14.03 07	14.79 74	15.18 09	15.26 21	15.49 80	15.87 96	16.26 53	16.66 41	16.88 23
19	13.68 58	14.03 07	14.79 74	15.18 09	15.26 21	15.49 80	15.87 96	16.26 53	16.66 41	16.88 23
20	13.78 23	14.12 98	14.90 37	15.29 10	15.37 27	15.61 20	15.99 78	16.38 69	16.78 90	17.00 97
21	13.78 23	14.12 98	14.90 37	15.29 10	15.37 27	15.61 20	15.99 78	16.38 69	16.78 90	17.00 97
22	13.87 76	14.22 84	15.00 99	15.40 04	15.48 38	15.72 69	16.11 57	16.50 87	16.91 46	17.13 73
23	13.87 76	14.22 84	15.00 99	15.40 04	15.48 38	15.72 69	16.11 57	16.50 87	16.91 46	17.13 73
24	13.97 33	14.32 76	15.11 62	15.51 11	15.59 43	15.84 11	16.23 33	16.63 00	17.03 99	17.26 49
25	13.97 33	14.32 76	15.11 62	15.51 11	15.59 43	15.84 11	16.23 33	16.63 00	17.03 99	17.26 49
26	14.06 92	14.42 65	15.22 26	15.62 10	15.70 51	15.95 50	16.35 15	16.75 17	17.16 48	17.39 21
27	14.06 92	14.42 65	15.22 26	15.62 10	15.70 51	15.95 50	16.35 15	16.75 17	17.16 48	17.39 21
28	14.16 52	14.52 58	15.32 90	15.73 03	15.81 59	16.06 92	16.46 88	16.87 32	17.29 04	17.51 99
29	14.30 86	14.67 46	15.48 89	15.89 54	15.98 21	16.24 14	16.64 53	17.05 57	17.47 88	17.71 18

1.3. : PARTIE 3

Ancien neté	Catégorie									
	0,1	0,2	2,1	2.2 - 3.1	3,2	3.3 - 4.1	4,2	4.3 - 5.1	5,2	5,3
0A	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
0B	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
1	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
2	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
3	12.94 34	13.26 37	13.97 33	14.32 87	14.40 35	14.61 22	14.96 56	15.32 37	15.69 22	15.89 37
4	13.01 58	13.33 78	14.05 31	14.41 09	14.48 64	14.69 81	15.05 42	15.41 44	15.78 64	15.98 98
5	13.01 58	13.33 78	14.05 31	14.41 09	14.48 64	14.69 81	15.05 42	15.41 44	15.78 64	15.98 98
6	13.11 12	13.43 67	14.15 93	14.52 12	14.59 74	14.81 27	15.17 23	15.53 64	15.91 20	16.11 67
7	13.11 12	13.43 67	14.15 93	14.52 12	14.59 74	14.81 27	15.17 23	15.53 64	15.91 20	16.11 67
8	13.20 74	13.53 56	14.26 57	14.63 12	14.70 79	14.92 65	15.29 00	15.65 80	16.03 69	16.24 45
9	13.20 74	13.53 56	14.26 57	14.63 12	14.70 79	14.92 65	15.29 00	15.65 80	16.03 69	16.24 45
10	13.30 29	13.63 45	14.37 21	14.74 09	14.81 89	15.04 10	15.40 81	15.77 87	16.16 20	16.37 19
11	13.30 29	13.63 45	14.37 21	14.74 09	14.81 89	15.04 10	15.40 81	15.77 87	16.16 20	16.37 19
12	13.39 87	13.73 37	14.47 80	14.85 10	14.92 96	15.15 51	15.52 54	15.90 06	16.28 75	16.49 96
13	13.39 87	13.73 37	14.47 80	14.85 10	14.92 96	15.15 51	15.52 54	15.90 06	16.28 75	16.49 96
14	13.49 46	13.83 26	14.58 43	14.96 13	15.04 05	15.26 95	15.64 38	16.02 19	16.41 29	16.62 70
15	13.49 46	13.83 26	14.58 43	14.96 13	15.04 05	15.26 95	15.64 38	16.02 19	16.41 29	16.62 70
16	13.59 04	13.93 17	14.69 08	15.07 08	15.15 11	15.38 37	15.76 20	16.14 40	16.53 82	16.75 51
17	13.59 04	13.93 17	14.69 08	15.07 08	15.15 11	15.38 37	15.76 20	16.14 40	16.53 82	16.75 51
18	13.68 58	14.03 07	14.79 74	15.18 09	15.26 21	15.49 80	15.87 96	16.26 53	16.66 41	16.88 23
19	13.68 58	14.03 07	14.79 74	15.18 09	15.26 21	15.49 80	15.87 96	16.26 53	16.66 41	16.88 23
20	13.78 23	14.12 98	14.90 37	15.29 10	15.37 27	15.61 20	15.99 78	16.38 69	16.78 90	17.00 97
21	13.78 23	14.12 98	14.90 37	15.29 10	15.37 27	15.61 20	15.99 78	16.38 69	16.78 90	17.00 97
22	13.87 76	14.22 84	15.00 99	15.40 04	15.48 38	15.72 69	16.11 57	16.50 87	16.91 46	17.13 73
23	13.87 76	14.22 84	15.00 99	15.40 04	15.48 38	15.72 69	16.11 57	16.50 87	16.91 46	17.13 73

24	13.97 33	14.32 76	15.11 62	15.51 11	15.59 43	15.84 11	16.23 33	16.63 00	17.03 99	17.26 49
25	13.97 33	14.32 76	15.11 62	15.51 11	15.59 43	15.84 11	16.23 33	16.63 00	17.03 99	17.26 49
26	14.06 92	14.42 65	15.22 26	15.62 10	15.70 51	15.95 50	16.35 15	16.75 17	17.16 48	17.39 21
27	14.06 92	14.42 65	15.22 26	15.62 10	15.70 51	15.95 50	16.35 15	16.75 17	17.16 48	17.39 21
28	14.16 52	14.52 58	15.32 90	15.73 03	15.81 59	16.06 92	16.46 88	16.87 32	17.29 04	17.51 99
29	14.30 86	14.67 46	15.48 89	15.89 54	15.98 21	16.24 14	16.64 53	17.05 57	17.47 88	17.71 18

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