

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3260020: travailleurs en service a partir du 01/01/2002

En vigueur au 01/12/2025 (Dernière actualisation de la page 09/12/2025)

Indexation salaires de base en 12/2025. Salaire de base 01-01-19 x1,3307.

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

1. SALAIRES HORAIRES MINIMA: 14 à 9

| Anc. | CLASSE / PLAGES | | | | | | | |
|------|-----------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | 14-13 / HA1 | 14-13 / HA2 | 12-11 / HB1 | 12-11 / HB2 | 10 / G1 | 10 / G2 | 9 / F1 | 9 / F2 |
| 0 | 2498.6 2 | 2498.6 2 | 2548.6 0 | 2548.6 0 | 2651.0 5 | 2651.0 5 | 2812.7 5 | 2812.7 5 |
| 1 | 2548.6 0 | 2548.6 0 | 2599.5 6 | 2599.5 6 | 2704.0 6 | 2704.0 6 | 2869.0 0 | 2869.0 0 |
| 2 | 2599.5 6 | 2650.5 4 | 2651.5 5 | 2703.5 4 | 2758.1 4 | 2812.2 2 | 2926.3 8 | 2983.7 6 |
| 3 | 2651.5 5 | 2703.5 4 | 2704.5 9 | 2757.6 2 | 2813.3 0 | 2868.4 7 | 2984.9 2 | 3043.4 4 |
| 4 | 2704.5 9 | 2811.6 9 | 2758.6 9 | 2867.9 2 | 2869.5 7 | 2983.2 0 | 3044.6 1 | 3165.1 9 |
| 5 | 2758.6 9 | 2839.8 1 | 2813.8 6 | 2896.5 9 | 2926.9 7 | 3013.0 5 | 3105.5 1 | 3196.8 2 |
| 6 | 2813.8 6 | 2925.0 0 | 2870.1 2 | 2983.4 8 | 2985.5 1 | 3103.4 3 | 3167.6 1 | 3292.7 4 |
| 7 | 2841.9 9 | 2954.2 5 | 2898.8 4 | 3013.3 2 | 3015.3 7 | 3134.4 8 | 3199.2 8 | 3325.6 6 |
| 8 | 2870.4 1 | 3042.8 9 | 2927.8 2 | 3103.7 2 | 3045.5 1 | 3228.5 2 | 3231.2 7 | 3425.4 3 |
| 9 | 2899.1 2 | 3073.3 2 | 2957.0 9 | 3134.7 7 | 3075.9 7 | 3260.8 0 | 3263.5 9 | 3459.6 7 |
| 10 | 2928.1 1 | 3165.5 2 | 2986.6 6 | 3228.8 0 | 3106.7 2 | 3358.6 2 | 3296.2 2 | 3563.4 7 |
| 11 | 2957.3 7 | 3165.5 2 | 3016.5 4 | 3228.8 0 | 3137.7 8 | 3358.6 2 | 3329.1 9 | 3563.4 7 |
| 12 | 2986.9 6 | 3228.8 2 | 3046.6 9 | 3293.3 8 | 3169.1 7 | 3425.7 9 | 3362.4 8 | 3634.7 3 |
| 13 | 3016.8 2 | 3228.8 2 | 3077.1 6 | 3293.3 8 | 3200.8 5 | 3425.7 9 | 3396.1 1 | 3634.7 3 |
| 14 | 3046.9 7 | 3293.4 0 | 3107.9 4 | 3359.2 5 | 3232.8 7 | 3494.3 1 | 3430.0 5 | 3707.4 2 |
| 15 | 3077.4 4 | 3293.4 0 | 3139.0 1 | 3359.2 5 | 3265.1 9 | 3494.3 1 | 3464.3 4 | 3707.4 2 |
| 16 | 3108.2 2 | 3359.2 9 | 3170.4 1 | 3426.4 2 | 3297.8 3 | 3564.2 0 | 3499.0 1 | 3781.5 8 |

| | | | | | | | | |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 17 | 3123.2 7 | 3359.2 9 | 3185.7 4 | 3426.4 2 | 3313.8 0 | 3564.2 0 | 3515.9 4 | 3781.5 8 |
| 18 | 3123.2 7 | 3426.4 6 | 3185.7 4 | 3494.9 4 | 3313.8 0 | 3635.4 7 | 3515.9 4 | 3857.2 1 |
| 19 | 3123.2 7 | 3426.4 6 | 3185.7 4 | 3494.9 4 | 3313.8 0 | 3635.4 7 | 3515.9 4 | 3857.2 1 |
| 20 | 3123.2 7 | 3494.9 9 | 3185.7 4 | 3564.8 4 | 3313.8 0 | 3708.1 8 | 3515.9 4 | 3934.3 5 |
| 21 | 3123.2 7 | 3494.9 9 | 3185.7 4 | 3564.8 4 | 3313.8 0 | 3708.1 8 | 3515.9 4 | 3934.3 5 |
| 22 | 3123.2 7 | 3529.9 6 | 3185.7 4 | 3600.4 9 | 3313.8 0 | 3745.2 6 | 3515.9 4 | 3973.7 0 |
| 23 | 3123.2 7 | 3529.9 6 | 3185.7 4 | 3600.4 9 | 3313.8 0 | 3745.2 6 | 3515.9 4 | 3973.7 0 |
| 24 | 3123.2 7 | 3565.2 4 | 3185.7 4 | 3636.5 0 | 3313.8 0 | 3782.7 3 | 3515.9 4 | 4013.4 3 |
| 25 | 3123.2 7 | 3565.2 4 | 3185.7 4 | 3636.5 0 | 3313.8 0 | 3782.7 3 | 3515.9 4 | 4013.4 3 |
| 26 | 3123.2 7 | 3600.9 1 | 3185.7 4 | 3672.8 7 | 3313.8 0 | 3820.5 5 | 3515.9 4 | 4053.5 7 |
| 27 | 3123.2 7 | 3600.9 1 | 3185.7 4 | 3672.8 7 | 3313.8 0 | 3820.5 5 | 3515.9 4 | 4053.5 7 |
| 28 | 3123.2 7 | 3636.9 2 | 3185.7 4 | 3709.5 9 | 3313.8 0 | 3858.7 6 | 3515.9 4 | 4094.1 0 |
| 29 | 3123.2 7 | 3636.9 2 | 3185.7 4 | 3709.5 9 | 3313.8 0 | 3858.7 6 | 3515.9 4 | 4094.1 0 |
| 30 | 3123.2 7 | 3673.2 9 | 3185.7 4 | 3746.6 8 | 3313.8 0 | 3897.3 5 | 3515.9 4 | 4135.0 3 |
| 31 | 3123.2 7 | 3673.2 9 | 3185.7 4 | 3746.6 8 | 3313.8 0 | 3897.3 5 | 3515.9 4 | 4135.0 3 |
| 32 | 3123.2 7 | 3710.0 3 | 3185.7 4 | 3784.1 5 | 3313.8 0 | 3936.3 3 | 3515.9 4 | 4176.3 8 |
| 33 | 3123.2 7 | 3710.0 3 | 3185.7 4 | 3784.1 5 | 3313.8 0 | 3936.3 3 | 3515.9 4 | 4176.3 8 |
| 34 | 3123.2 7 | 3747.1 4 | 3185.7 4 | 3822.0 0 | 3313.8 0 | 3975.6 8 | 3515.9 4 | 4218.1 5 |
| 35 | 3123.2 7 | 3747.1 4 | 3185.7 4 | 3822.0 0 | 3313.8 0 | 3975.6 8 | 3515.9 4 | 4218.1 5 |
| 36 | 3123.2 7 | 3747.9 2 | 3185.7 4 | 3822.8 9 | 3313.8 0 | 3976.5 6 | 3515.9 4 | 4219.1 2 |
| 37 | 3123.2 7 | 3747.9 2 | 3185.7 4 | 3822.8 9 | 3313.8 0 | 3976.5 6 | 3515.9 4 | 4219.1 2 |
| 38 | 3123.2 7 | 3747.9 2 | 3185.7 4 | 3822.8 9 | 3313.8 0 | 3976.5 6 | 3515.9 4 | 4219.1 2 |
| 39 | 3123.2 7 | 3747.9 2 | 3185.7 4 | 3822.8 9 | 3313.8 0 | 3976.5 6 | 3515.9 4 | 4219.1 2 |
| 40 | 3123.2 7 | 3747.9 2 | 3185.7 4 | 3822.8 9 | 3313.8 0 | 3976.5 6 | 3515.9 4 | 4219.1 2 |

2. SALAIRES HORAIRES MINIMA: 8 à 1

| Anc. | CLASSE / PLAGE | | | | | | | | | |
|------|----------------|--------|--------|--------|----------|----------|----------|----------|----------|----------|
| | 8 / E1 | 8 / E2 | 7 / D1 | 7 / D2 | 6-5 / C1 | 6-5 / C2 | 4-3 / B1 | 4-3 / B2 | 2-1 / A1 | 2-1 / A2 |

| | | | | | | | | | | |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 0 | 3005. 71 | 3005. 71 | 3237. 14 | 3237. 14 | 3502. 92 | 3502. 92 | 3825. 88 | 3825. 88 | 4231. 81 | 4231. 81 |
| 1 | 3065. 83 | 3065. 83 | 3301. 89 | 3301. 89 | 3572. 98 | 3572. 98 | 3902. 40 | 3902. 40 | 4316. 44 | 4316. 44 |
| 2 | 3127. 15 | 3188. 46 | 3367. 92 | 3433. 96 | 3644. 43 | 3715. 90 | 3980. 46 | 4058. 50 | 4402. 78 | 4489. 12 |
| 3 | 3189. 69 | 3252. 23 | 3435. 30 | 3502. 64 | 3717. 31 | 3790. 22 | 4060. 06 | 4139. 66 | 4490. 83 | 4578. 90 |
| 4 | 3253. 48 | 3382. 31 | 3504. 00 | 3642. 76 | 3791. 66 | 3941. 81 | 4141. 27 | 4305. 25 | 4580. 64 | 4762. 06 |
| 5 | 3318. 55 | 3416. 13 | 3574. 07 | 3679. 19 | 3867. 49 | 3981. 23 | 4224. 09 | 4348. 30 | 4672. 27 | 4809. 68 |
| 6 | 3384. 91 | 3518. 60 | 3645. 55 | 3789. 57 | 3944. 85 | 4100. 67 | 4308. 58 | 4478. 75 | 4765. 72 | 4953. 96 |
| 7 | 3418. 77 | 3553. 79 | 3682. 01 | 3827. 47 | 3984. 30 | 4141. 67 | 4351. 67 | 4523. 54 | 4813. 37 | 5003. 51 |
| 8 | 3452. 95 | 3660. 41 | 3718. 83 | 3942. 29 | 4024. 14 | 4265. 92 | 4395. 18 | 4659. 25 | 4861. 51 | 5153. 61 |
| 9 | 3487. 47 | 3697. 02 | 3756. 02 | 3981. 72 | 4064. 38 | 4308. 58 | 4439. 14 | 4705. 83 | 4910. 12 | 5205. 14 |
| 10 | 3522. 36 | 3807. 92 | 3793. 57 | 4101. 18 | 4105. 02 | 4437. 84 | 4483. 53 | 4847. 01 | 4959. 23 | 5361. 30 |
| 11 | 3557. 57 | 3807. 92 | 3831. 51 | 4101. 18 | 4146. 06 | 4437. 84 | 4528. 37 | 4847. 01 | 5008. 82 | 5361. 30 |
| 12 | 3593. 16 | 3884. 07 | 3869. 85 | 4183. 20 | 4187. 54 | 4526. 59 | 4573. 66 | 4943. 95 | 5058. 91 | 5468. 51 |
| 13 | 3629. 09 | 3884. 07 | 3908. 53 | 4183. 20 | 4229. 40 | 4526. 59 | 4619. 39 | 4943. 95 | 5109. 49 | 5468. 51 |
| 14 | 3665. 37 | 3961. 75 | 3947. 63 | 4266. 86 | 4271. 71 | 4617. 13 | 4665. 59 | 5042. 83 | 5160. 59 | 5577. 90 |
| 15 | 3702. 03 | 3961. 75 | 3987. 11 | 4266. 86 | 4314. 44 | 4617. 13 | 4712. 25 | 5042. 83 | 5212. 21 | 5577. 90 |
| 16 | 3739. 05 | 4040. 99 | 4026. 98 | 4352. 20 | 4357. 58 | 4709. 48 | 4759. 37 | 5143. 69 | 5264. 32 | 5689. 43 |
| 17 | 3757. 14 | 4040. 99 | 4046. 42 | 4352. 20 | 4378. 64 | 4709. 48 | 4782. 36 | 5143. 69 | 5289. 77 | 5689. 43 |
| 18 | 3757. 14 | 4121. 80 | 4046. 42 | 4439. 24 | 4378. 64 | 4803. 67 | 4782. 36 | 5246. 56 | 5289. 77 | 5803. 22 |
| 19 | 3757. 14 | 4121. 80 | 4046. 42 | 4439. 24 | 4378. 64 | 4803. 67 | 4782. 36 | 5246. 56 | 5289. 77 | 5803. 22 |
| 20 | 3757. 14 | 4204. 24 | 4046. 42 | 4528. 04 | 4378. 64 | 4899. 74 | 4782. 36 | 5351. 49 | 5289. 77 | 5919. 30 |
| 21 | 3757. 14 | 4204. 24 | 4046. 42 | 4528. 04 | 4378. 64 | 4899. 74 | 4782. 36 | 5351. 49 | 5289. 77 | 5919. 30 |
| 22 | 3757. 14 | 4246. 28 | 4046. 42 | 4573. 30 | 4378. 64 | 4948. 75 | 4782. 36 | 5405. 01 | 5289. 77 | 5978. 49 |
| 23 | 3757. 14 | 4246. 28 | 4046. 42 | 4573. 30 | 4378. 64 | 4948. 75 | 4782. 36 | 5405. 01 | 5289. 77 | 5978. 49 |
| 24 | 3757. 14 | 4288. 75 | 4046. 42 | 4619. 05 | 4378. 64 | 4998. 23 | 4782. 36 | 5459. 06 | 5289. 77 | 6038. 26 |
| 25 | 3757. 14 | 4288. 75 | 4046. 42 | 4619. 05 | 4378. 64 | 4998. 23 | 4782. 36 | 5459. 06 | 5289. 77 | 6038. 26 |
| 26 | 3757. 14 | 4331. 64 | 4046. 42 | 4665. 23 | 4378. 64 | 5048. 21 | 4782. 36 | 5513. 66 | 5289. 77 | 6098. 65 |

| | | | | | | | | | | |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 27 | 3757. 14 | 4331. 64 | 4046. 42 | 4665. 23 | 4378. 64 | 5048. 21 | 4782. 36 | 5513. 66 | 5289. 77 | 6098. 65 |
| 28 | 3757. 14 | 4374. 96 | 4046. 42 | 4711. 89 | 4378. 64 | 5098. 70 | 4782. 36 | 5568. 79 | 5289. 77 | 6159. 62 |
| 29 | 3757. 14 | 4374. 96 | 4046. 42 | 4711. 89 | 4378. 64 | 5098. 70 | 4782. 36 | 5568. 79 | 5289. 77 | 6159. 62 |
| 30 | 3757. 14 | 4418. 71 | 4046. 42 | 4759. 01 | 4378. 64 | 5149. 69 | 4782. 36 | 5624. 48 | 5289. 77 | 6221. 22 |
| 31 | 3757. 14 | 4418. 71 | 4046. 42 | 4759. 01 | 4378. 64 | 5149. 69 | 4782. 36 | 5624. 48 | 5289. 77 | 6221. 22 |
| 32 | 3757. 14 | 4462. 88 | 4046. 42 | 4806. 58 | 4378. 64 | 5201. 19 | 4782. 36 | 5680. 73 | 5289. 77 | 6283. 43 |
| 33 | 3757. 14 | 4462. 88 | 4046. 42 | 4806. 58 | 4378. 64 | 5201. 19 | 4782. 36 | 5680. 73 | 5289. 77 | 6283. 43 |
| 34 | 3757. 14 | 4507. 52 | 4046. 42 | 4854. 66 | 4378. 64 | 5253. 20 | 4782. 36 | 5737. 55 | 5289. 77 | 6346. 27 |
| 35 | 3757. 14 | 4507. 52 | 4046. 42 | 4854. 66 | 4378. 64 | 5253. 20 | 4782. 36 | 5737. 55 | 5289. 77 | 6346. 27 |
| 36 | 3757. 14 | 4508. 57 | 4046. 42 | 4855. 71 | 4378. 64 | 5254. 36 | 4782. 36 | 5738. 83 | 5289. 77 | 6347. 71 |
| 37 | 3757. 14 | 4508. 57 | 4046. 42 | 4855. 71 | 4378. 64 | 5254. 36 | 4782. 36 | 5738. 83 | 5289. 77 | 6347. 71 |
| 38 | 3757. 14 | 4508. 57 | 4046. 42 | 4855. 71 | 4378. 64 | 5254. 36 | 4782. 36 | 5738. 83 | 5289. 77 | 6347. 71 |
| 39 | 3757. 14 | 4508. 57 | 4046. 42 | 4855. 71 | 4378. 64 | 5254. 36 | 4782. 36 | 5738. 83 | 5289. 77 | 6347. 71 |
| 40 | 3757. 14 | 4508. 57 | 4046. 42 | 4855. 71 | 4378. 64 | 5254. 36 | 4782. 36 | 5738. 83 | 5289. 77 | 6347. 71 |