

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/01/2012 (Dernière actualisation de la page 20/08/2020)

Augmentation conventionnelle de 0,3 % au 01/2012.

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
0A	11.5 710	11.8 129	12.3 167	12.5 588	13.0 625	13.3 044	13.7 077	13.9 497	14.3 525	14.5 944	14.8 363
0B	11.5 710	11.8 129	12.3 167	12.5 588	13.0 625	13.3 044	13.7 077	13.9 497	14.3 525	14.5 944	14.8 363
1	11.5 710	11.8 129	12.3 167	12.5 588	13.0 625	13.3 044	13.7 077	13.9 497	14.3 525	14.5 944	14.8 363
2	11.5 710	11.8 129	12.3 167	12.5 588	13.0 625	13.3 044	13.7 077	13.9 497	14.3 525	14.5 944	14.8 363
3	11.5 710	11.8 129	12.3 167	12.5 588	13.0 625	13.3 044	13.7 077	13.9 497	14.3 525	14.5 944	14.8 363
4	11.6 797	11.9 243	12.4 336	12.6 785	13.1 877	13.4 325	13.8 400	14.0 843	14.4 923	14.7 365	14.9 807
5	11.6 797	11.9 243	12.4 336	12.6 785	13.1 877	13.4 325	13.8 400	14.0 843	14.4 923	14.7 365	14.9 807
6	11.8 977	12.1 475	12.6 679	12.9 176	13.4 382	13.6 880	14.1 041	14.3 543	14.7 706	15.0 201	15.2 698
7	11.8 977	12.1 475	12.6 679	12.9 176	13.4 382	13.6 880	14.1 041	14.3 543	14.7 706	15.0 201	15.2 698
8	12.1 156	12.3 704	12.9 019	13.1 573	13.6 886	13.9 436	14.3 687	14.6 237	15.0 491	15.3 042	15.5 592
9	12.1 156	12.3 704	12.9 019	13.1 573	13.6 886	13.9 436	14.3 687	14.6 237	15.0 491	15.3 042	15.5 592
10	12.3 335	12.5 940	13.1 363	13.3 966	13.9 390	14.1 993	14.6 334	14.8 935	15.3 276	15.5 879	15.8 481
11	12.3 335	12.5 940	13.1 363	13.3 966	13.9 390	14.1 993	14.6 334	14.8 935	15.3 276	15.5 879	15.8 481
12	12.4 487	12.7 118	13.2 602	13.5 232	14.0 716	14.3 347	14.7 733	15.0 363	15.4 750	15.7 382	16.0 016
13	12.4 487	12.7 118	13.2 602	13.5 232	14.0 716	14.3 347	14.7 733	15.0 363	15.4 750	15.7 382	16.0 016

14	12.5 643	12.8 302	13.3 839	13.6 499	14.2 041	14.4 703	14.9 134	15.1 791	15.6 226	15.8 885	16.1 545
15	12.5 643	12.8 302	13.3 839	13.6 499	14.2 041	14.4 703	14.9 134	15.1 791	15.6 226	15.8 885	16.1 545
16	12.6 794	12.9 486	13.5 084	13.7 768	14.3 370	14.6 054	15.0 533	15.3 221	15.7 700	16.0 389	16.3 077
17	12.6 794	12.9 486	13.5 084	13.7 768	14.3 370	14.6 054	15.0 533	15.3 221	15.7 700	16.0 389	16.3 077
18	12.7 949	13.0 665	13.6 323	13.9 041	14.4 697	14.7 411	15.1 932	15.4 648	15.9 176	16.1 890	16.4 604
19	12.7 949	13.0 665	13.6 323	13.9 041	14.4 697	14.7 411	15.1 932	15.4 648	15.9 176	16.1 890	16.4 604
20	12.9 105	13.1 847	13.7 565	14.0 307	14.6 023	14.8 764	15.3 340	15.6 082	16.0 654	16.3 393	16.6 134
21	12.9 105	13.1 847	13.7 565	14.0 307	14.6 023	14.8 764	15.3 340	15.6 082	16.0 654	16.3 393	16.6 134
22	13.0 259	13.3 031	13.8 802	14.1 575	14.7 351	15.0 116	15.4 740	15.7 512	16.2 126	16.4 898	16.7 672
23	13.0 259	13.3 031	13.8 802	14.1 575	14.7 351	15.0 116	15.4 740	15.7 512	16.2 126	16.4 898	16.7 672
24	13.1 414	13.4 214	14.0 046	14.2 842	14.8 674	15.1 472	15.6 137	15.8 940	16.3 603	16.6 404	16.9 203
25	13.1 414	13.4 214	14.0 046	14.2 842	14.8 674	15.1 472	15.6 137	15.8 940	16.3 603	16.6 404	16.9 203
26	13.2 569	13.5 396	14.1 285	14.4 114	15.0 000	15.2 827	15.7 537	16.0 367	16.5 079	16.7 904	17.0 731
27	13.2 569	13.5 396	14.1 285	14.4 114	15.0 000	15.2 827	15.7 537	16.0 367	16.5 079	16.7 904	17.0 731
28	13.3 721	13.6 577	14.2 523	14.5 380	15.1 328	15.4 184	15.8 942	16.1 797	16.6 553	16.9 410	17.2 267
29	13.4 875	13.7 759	14.3 763	14.6 649	15.2 653	15.5 540	16.0 347	16.3 223	16.8 029	17.0 911	17.3 794

1.2. : PARTIE 2

Ancie nneté	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	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
0B	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
1	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
2	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
3	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
4	11.54 48	11.83 05	12.46 47	12.78 22	12.84 92	13.03 70	13.35 28	13.67 23	14.00 23	14.18 26

5	11.54 48	11.83 05	12.46 47	12.78 22	12.84 92	13.03 70	13.35 28	13.67 23	14.00 23	14.18 26
6	11.62 95	11.91 81	12.55 90	12.88 00	12.94 77	13.13 85	13.45 76	13.78 06	14.11 36	14.29 52
7	11.62 95	11.91 81	12.55 90	12.88 00	12.94 77	13.13 85	13.45 76	13.78 06	14.11 36	14.29 52
8	11.71 47	12.00 59	12.65 34	12.97 77	13.04 57	13.23 94	13.56 20	13.88 82	14.22 44	14.40 87
9	11.71 47	12.00 59	12.65 34	12.97 77	13.04 57	13.23 94	13.56 20	13.88 82	14.22 44	14.40 87
10	11.79 95	12.09 36	12.74 76	13.07 49	13.14 42	13.34 10	13.66 68	13.99 56	14.33 55	14.52 17
11	11.79 95	12.09 36	12.74 76	13.07 49	13.14 42	13.34 10	13.66 68	13.99 56	14.33 55	14.52 17
12	11.88 45	12.18 17	12.84 18	13.17 25	13.24 24	13.44 23	13.77 09	14.10 36	14.44 68	14.63 49
13	11.88 45	12.18 17	12.84 18	13.17 25	13.24 24	13.44 23	13.77 09	14.10 36	14.44 68	14.63 49
14	11.96 95	12.26 93	12.93 60	13.27 05	13.34 07	13.54 38	13.87 58	14.21 13	14.55 79	14.74 78
15	11.96 95	12.26 93	12.93 60	13.27 05	13.34 07	13.54 38	13.87 58	14.21 13	14.55 79	14.74 78
16	12.05 45	12.35 71	13.03 06	13.36 75	13.43 88	13.64 51	13.98 06	14.31 95	14.66 91	14.86 16
17	12.05 45	12.35 71	13.03 06	13.36 75	13.43 88	13.64 51	13.98 06	14.31 95	14.66 91	14.86 16
18	12.13 92	12.44 49	13.12 50	13.46 51	13.53 72	13.74 65	14.08 51	14.42 71	14.78 08	14.97 43
19	12.13 92	12.44 49	13.12 50	13.46 51	13.53 72	13.74 65	14.08 51	14.42 71	14.78 08	14.97 43
20	12.22 45	12.53 29	13.21 93	13.56 28	13.63 53	13.84 76	14.18 97	14.53 50	14.89 15	15.08 73
21	12.22 45	12.53 29	13.21 93	13.56 28	13.63 53	13.84 76	14.18 97	14.53 50	14.89 15	15.08 73
22	12.30 92	12.62 03	13.31 34	13.65 99	13.73 38	13.94 94	14.29 44	14.64 29	15.00 30	15.20 05
23	12.30 92	12.62 03	13.31 34	13.65 99	13.73 38	13.94 94	14.29 44	14.64 29	15.00 30	15.20 05
24	12.39 40	12.70 83	13.40 77	13.75 80	13.83 19	14.05 08	14.39 87	14.75 07	15.11 41	15.31 37
25	12.39 40	12.70 83	13.40 77	13.75 80	13.83 19	14.05 08	14.39 87	14.75 07	15.11 41	15.31 37
26	12.47 91	12.79 60	13.50 22	13.85 54	13.93 00	14.15 18	14.50 34	14.85 84	15.22 49	15.42 66
27	12.47 91	12.79 60	13.50 22	13.85 54	13.93 00	14.15 18	14.50 34	14.85 84	15.22 49	15.42 66
28	12.56 43	12.88 42	13.59 66	13.95 25	14.02 85	14.25 31	14.60 75	14.96 64	15.33 63	15.53 99
29	12.69 15	13.01 62	13.73 83	14.09 90	14.17 59	14.40 58	14.76 41	15.12 81	15.50 34	15.71 01

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	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
0B	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
1	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
2	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
3	11.48 06	11.76 46	12.39 40	12.70 93	12.77 57	12.96 08	13.27 44	13.59 19	13.91 89	14.09 75
4	11.54 48	11.83 05	12.46 47	12.78 22	12.84 92	13.03 70	13.35 28	13.67 23	14.00 23	14.18 26
5	11.54 48	11.83 05	12.46 47	12.78 22	12.84 92	13.03 70	13.35 28	13.67 23	14.00 23	14.18 26
6	11.62 95	11.91 81	12.55 90	12.88 00	12.94 77	13.13 85	13.45 76	13.78 06	14.11 36	14.29 52
7	11.62 95	11.91 81	12.55 90	12.88 00	12.94 77	13.13 85	13.45 76	13.78 06	14.11 36	14.29 52
8	11.71 47	12.00 59	12.65 34	12.97 77	13.04 57	13.23 94	13.56 20	13.88 82	14.22 44	14.40 87
9	11.71 47	12.00 59	12.65 34	12.97 77	13.04 57	13.23 94	13.56 20	13.88 82	14.22 44	14.40 87
10	11.79 95	12.09 36	12.74 76	13.07 49	13.14 42	13.34 10	13.66 68	13.99 56	14.33 55	14.52 17
11	11.79 95	12.09 36	12.74 76	13.07 49	13.14 42	13.34 10	13.66 68	13.99 56	14.33 55	14.52 17
12	11.88 45	12.18 17	12.84 18	13.17 25	13.24 24	13.44 23	13.77 09	14.10 36	14.44 68	14.63 49
13	11.88 45	12.18 17	12.84 18	13.17 25	13.24 24	13.44 23	13.77 09	14.10 36	14.44 68	14.63 49
14	11.96 95	12.26 93	12.93 60	13.27 05	13.34 07	13.54 38	13.87 58	14.21 13	14.55 79	14.74 78
15	11.96 95	12.26 93	12.93 60	13.27 05	13.34 07	13.54 38	13.87 58	14.21 13	14.55 79	14.74 78
16	12.05 45	12.35 71	13.03 06	13.36 75	13.43 88	13.64 51	13.98 06	14.31 95	14.66 91	14.86 16
17	12.05 45	12.35 71	13.03 06	13.36 75	13.43 88	13.64 51	13.98 06	14.31 95	14.66 91	14.86 16
18	12.13 92	12.44 49	13.12 50	13.46 51	13.53 72	13.74 65	14.08 51	14.42 71	14.78 08	14.97 43
19	12.13 92	12.44 49	13.12 50	13.46 51	13.53 72	13.74 65	14.08 51	14.42 71	14.78 08	14.97 43
20	12.22 45	12.53 29	13.21 93	13.56 28	13.63 53	13.84 76	14.18 97	14.53 50	14.89 15	15.08 73
21	12.22 45	12.53 29	13.21 93	13.56 28	13.63 53	13.84 76	14.18 97	14.53 50	14.89 15	15.08 73
22	12.30 92	12.62 03	13.31 34	13.65 99	13.73 38	13.94 94	14.29 44	14.64 29	15.00 30	15.20 05
23	12.30 92	12.62 03	13.31 34	13.65 99	13.73 38	13.94 94	14.29 44	14.64 29	15.00 30	15.20 05

24	12.39 40	12.70 83	13.40 77	13.75 80	13.83 19	14.05 08	14.39 87	14.75 07	15.11 41	15.31 37
25	12.39 40	12.70 83	13.40 77	13.75 80	13.83 19	14.05 08	14.39 87	14.75 07	15.11 41	15.31 37
26	12.47 91	12.79 60	13.50 22	13.85 54	13.93 00	14.15 18	14.50 34	14.85 84	15.22 49	15.42 66
27	12.47 91	12.79 60	13.50 22	13.85 54	13.93 00	14.15 18	14.50 34	14.85 84	15.22 49	15.42 66
28	12.56 43	12.88 42	13.59 66	13.95 25	14.02 85	14.25 31	14.60 75	14.96 64	15.33 63	15.53 99
29	12.69 15	13.01 62	13.73 83	14.09 90	14.17 59	14.40 58	14.76 41	15.12 81	15.50 34	15.71 01

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