



## Salaires minimums par (sous-)commission paritaire

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

Situation au 15/09/2021 (Dernière adaptation 05/03/2021)

Indexation de 2,00 % en 04/2020.

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	13.3 061	13.5 844	14.1 638	14.4 423	15.0 214	15.2 996	15.7 633	16.0 417	16.5 049	16.7 831	17.0 612
0B	13.3 061	13.5 844	14.1 638	14.4 423	15.0 214	15.2 996	15.7 633	16.0 417	16.5 049	16.7 831	17.0 612
1	13.3 061	13.5 844	14.1 638	14.4 423	15.0 214	15.2 996	15.7 633	16.0 417	16.5 049	16.7 831	17.0 612
2	13.3 061	13.5 844	14.1 638	14.4 423	15.0 214	15.2 996	15.7 633	16.0 417	16.5 049	16.7 831	17.0 612
3	13.3 061	13.5 844	14.1 638	14.4 423	15.0 214	15.2 996	15.7 633	16.0 417	16.5 049	16.7 831	17.0 612
4	13.4 313	13.7 126	14.2 982	14.5 797	15.1 655	15.4 470	15.9 155	16.1 964	16.6 656	16.9 465	17.2 273
5	13.4 313	13.7 126	14.2 982	14.5 797	15.1 655	15.4 470	15.9 155	16.1 964	16.6 656	16.9 465	17.2 273
6	13.6 820	13.9 692	14.5 677	14.8 549	15.4 534	15.7 406	16.2 191	16.5 070	16.9 856	17.2 725	17.5 596
7	13.6 820	13.9 692	14.5 677	14.8 549	15.4 534	15.7 406	16.2 191	16.5 070	16.9 856	17.2 725	17.5 596
8	13.9 325	14.2 255	14.8 367	15.1 305	15.7 413	16.0 347	16.5 236	16.8 167	17.3 058	17.5 993	17.8 925
9	13.9 325	14.2 255	14.8 367	15.1 305	15.7 413	16.0 347	16.5 236	16.8 167	17.3 058	17.5 993	17.8 925
10	14.1 831	14.4 828	15.1 062	15.4 056	16.0 293	16.3 288	16.8 280	17.1 269	17.6 262	17.9 256	18.2 249
11	14.1 831	14.4 828	15.1 062	15.4 056	16.0 293	16.3 288	16.8 280	17.1 269	17.6 262	17.9 256	18.2 249
12	14.3 156	14.6 180	15.2 488	15.5 512	16.1 820	16.4 843	16.9 889	17.2 910	17.7 957	18.0 985	18.4 012
13	14.3 156	14.6 180	15.2 488	15.5 512	16.1 820	16.4 843	16.9 889	17.2 910	17.7 957	18.0 985	18.4 012

14	14.4 485	14.7 542	15.3 911	15.6 969	16.3 343	16.6 403	17.1 498	17.4 556	17.9 656	18.2 712	18.5 772
15	14.4 485	14.7 542	15.3 911	15.6 969	16.3 343	16.6 403	17.1 498	17.4 556	17.9 656	18.2 712	18.5 772
16	14.5 808	14.8 904	15.5 342	15.8 427	16.4 870	16.7 957	17.3 108	17.6 199	18.1 348	18.4 442	18.7 533
17	14.5 808	14.8 904	15.5 342	15.8 427	16.4 870	16.7 957	17.3 108	17.6 199	18.1 348	18.4 442	18.7 533
18	14.7 137	15.0 260	15.6 766	15.9 892	16.6 397	16.9 517	17.4 717	17.7 840	18.3 046	18.6 168	18.9 289
19	14.7 137	15.0 260	15.6 766	15.9 892	16.6 397	16.9 517	17.4 717	17.7 840	18.3 046	18.6 168	18.9 289
20	14.8 466	15.1 619	15.8 194	16.1 348	16.7 920	17.1 072	17.6 337	17.9 490	18.4 745	18.7 896	19.1 049
21	14.8 466	15.1 619	15.8 194	16.1 348	16.7 920	17.1 072	17.6 337	17.9 490	18.4 745	18.7 896	19.1 049
22	14.9 793	15.2 981	15.9 618	16.2 806	16.9 448	17.2 627	17.7 946	18.1 133	18.6 439	18.9 627	19.2 817
23	14.9 793	15.2 981	15.9 618	16.2 806	16.9 448	17.2 627	17.7 946	18.1 133	18.6 439	18.9 627	19.2 817
24	15.1 120	15.4 341	16.1 048	16.4 263	17.0 970	17.4 187	17.9 552	18.2 775	18.8 137	19.1 359	19.4 578
25	15.1 120	15.4 341	16.1 048	16.4 263	17.0 970	17.4 187	17.9 552	18.2 775	18.8 137	19.1 359	19.4 578
26	15.2 447	15.5 701	16.2 474	16.5 727	17.2 495	17.5 747	18.1 163	18.4 416	18.9 836	19.3 085	19.6 336
27	15.2 447	15.5 701	16.2 474	16.5 727	17.2 495	17.5 747	18.1 163	18.4 416	18.9 836	19.3 085	19.6 336
28	15.3 773	15.7 060	16.3 896	16.7 183	17.4 022	17.7 305	18.2 777	18.6 062	19.1 531	19.4 816	19.8 100
29	15.5 100	15.8 417	16.5 322	16.8 643	17.5 545	17.8 865	18.4 395	18.7 699	19.3 227	19.6 540	19.9 857

## 1.2. : PARTIE 2

Ancienneté	Catégorie									
	0.1 Femmes de ménage	0.2 Femmes de ménage	2.1 Ouvriers habituel	2.2- 3.1 Ouvriers habituel	3.2 Ouvriers spécialisés	3.3- 4.1 Ouvriers spécialisés	4.2 Ouvriers formés	4.3- 5.1 Ouvriers formés	5.2 Ouvriers formés	5.3 Ouvriers formés
0A	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
0B	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
1	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
2	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
3	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
4	13.27 61	13.60 46	14.33 42	14.69 91	14.77 61	14.99 21	15.35 53	15.72 27	16.10 21	16.30 96

5	13.27 61	13.60 46	14.33 42	14.69 91	14.77 61	14.99 21	15.35 53	15.72 27	16.10 21	16.30 96
6	13.37 34	13.70 54	14.44 25	14.81 16	14.88 93	15.10 90	15.47 57	15.84 71	16.23 02	16.43 90
7	13.37 34	13.70 54	14.44 25	14.81 16	14.88 93	15.10 90	15.47 57	15.84 71	16.23 02	16.43 90
8	13.47 15	13.80 63	14.55 10	14.92 38	15.00 21	15.22 50	15.59 58	15.97 12	16.35 76	16.56 94
9	13.47 15	13.80 63	14.55 10	14.92 38	15.00 21	15.22 50	15.59 58	15.97 12	16.35 76	16.56 94
10	13.56 90	13.90 72	14.65 95	15.03 57	15.11 53	15.34 18	15.71 63	16.09 43	16.48 52	16.69 93
11	13.56 90	13.90 72	14.65 95	15.03 57	15.11 53	15.34 18	15.71 63	16.09 43	16.48 52	16.69 93
12	13.66 67	14.00 84	14.76 76	15.14 80	15.22 82	15.45 82	15.83 59	16.21 86	16.61 33	16.82 96
13	13.66 67	14.00 84	14.76 76	15.14 80	15.22 82	15.45 82	15.83 59	16.21 86	16.61 33	16.82 96
14	13.76 45	14.10 93	14.87 60	15.26 05	15.34 13	15.57 49	15.95 67	16.34 23	16.74 12	16.95 95
15	13.76 45	14.10 93	14.87 60	15.26 05	15.34 13	15.57 49	15.95 67	16.34 23	16.74 12	16.95 95
16	13.86 22	14.21 03	14.98 46	15.37 22	15.45 41	15.69 14	16.07 72	16.46 69	16.86 90	17.09 02
17	13.86 22	14.21 03	14.98 46	15.37 22	15.45 41	15.69 14	16.07 72	16.46 69	16.86 90	17.09 02
18	13.95 95	14.31 13	15.09 33	15.48 45	15.56 73	15.80 80	16.19 72	16.59 06	16.99 74	17.21 99
19	13.95 95	14.31 13	15.09 33	15.48 45	15.56 73	15.80 80	16.19 72	16.59 06	16.99 74	17.21 99
20	14.05 79	14.41 24	15.20 18	15.59 68	15.68 02	15.92 42	16.31 78	16.71 46	17.12 48	17.34 99
21	14.05 79	14.41 24	15.20 18	15.59 68	15.68 02	15.92 42	16.31 78	16.71 46	17.12 48	17.34 99
22	14.15 52	14.51 30	15.31 01	15.70 84	15.79 35	16.04 14	16.43 80	16.83 89	17.25 29	17.48 00
23	14.15 52	14.51 30	15.31 01	15.70 84	15.79 35	16.04 14	16.43 80	16.83 89	17.25 29	17.48 00
24	14.25 28	14.61 42	15.41 85	15.82 13	15.90 62	16.15 79	16.55 80	16.96 26	17.38 07	17.61 02
25	14.25 28	14.61 42	15.41 85	15.82 13	15.90 62	16.15 79	16.55 80	16.96 26	17.38 07	17.61 02
26	14.35 06	14.71 50	15.52 71	15.93 34	16.01 92	16.27 41	16.67 85	17.08 67	17.50 81	17.73 99
27	14.35 06	14.71 50	15.52 71	15.93 34	16.01 92	16.27 41	16.67 85	17.08 67	17.50 81	17.73 99
28	14.44 85	14.81 63	15.63 56	16.04 49	16.13 22	16.39 06	16.79 82	17.21 07	17.63 62	17.87 03
29	14.59 48	14.96 81	15.79 87	16.21 33	16.30 17	16.56 62	16.97 82	17.39 68	17.82 84	18.06 60

**1.3. : PARTIE 3**

Ancienneté	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	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
0B	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
1	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
2	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
3	13.20 23	13.52 90	14.25 28	14.61 53	14.69 16	14.90 44	15.26 49	15.63 02	16.00 60	16.21 16
4	13.27 61	13.60 46	14.33 42	14.69 91	14.77 61	14.99 21	15.35 53	15.72 27	16.10 21	16.30 96
5	13.27 61	13.60 46	14.33 42	14.69 91	14.77 61	14.99 21	15.35 53	15.72 27	16.10 21	16.30 96
6	13.37 34	13.70 54	14.44 25	14.81 16	14.88 93	15.10 90	15.47 57	15.84 71	16.23 02	16.43 90
7	13.37 34	13.70 54	14.44 25	14.81 16	14.88 93	15.10 90	15.47 57	15.84 71	16.23 02	16.43 90
8	13.47 15	13.80 63	14.55 10	14.92 38	15.00 21	15.22 50	15.59 58	15.97 12	16.35 76	16.56 94
9	13.47 15	13.80 63	14.55 10	14.92 38	15.00 21	15.22 50	15.59 58	15.97 12	16.35 76	16.56 94
10	13.56 90	13.90 72	14.65 95	15.03 57	15.11 53	15.34 18	15.71 63	16.09 43	16.48 52	16.69 93
11	13.56 90	13.90 72	14.65 95	15.03 57	15.11 53	15.34 18	15.71 63	16.09 43	16.48 52	16.69 93
12	13.66 67	14.00 84	14.76 76	15.14 80	15.22 82	15.45 82	15.83 59	16.21 86	16.61 33	16.82 96
13	13.66 67	14.00 84	14.76 76	15.14 80	15.22 82	15.45 82	15.83 59	16.21 86	16.61 33	16.82 96
14	13.76 45	14.10 93	14.87 60	15.26 05	15.34 13	15.57 49	15.95 67	16.34 23	16.74 12	16.95 95
15	13.76 45	14.10 93	14.87 60	15.26 05	15.34 13	15.57 49	15.95 67	16.34 23	16.74 12	16.95 95
16	13.86 22	14.21 03	14.98 46	15.37 22	15.45 41	15.69 14	16.07 72	16.46 69	16.86 90	17.09 02
17	13.86 22	14.21 03	14.98 46	15.37 22	15.45 41	15.69 14	16.07 72	16.46 69	16.86 90	17.09 02
18	13.95 95	14.31 13	15.09 33	15.48 45	15.56 73	15.80 80	16.19 72	16.59 06	16.99 74	17.21 99
19	13.95 95	14.31 13	15.09 33	15.48 45	15.56 73	15.80 80	16.19 72	16.59 06	16.99 74	17.21 99
20	14.05 79	14.41 24	15.20 18	15.59 68	15.68 02	15.92 42	16.31 78	16.71 46	17.12 48	17.34 99
21	14.05 79	14.41 24	15.20 18	15.59 68	15.68 02	15.92 42	16.31 78	16.71 46	17.12 48	17.34 99
22	14.15 52	14.51 30	15.31 01	15.70 84	15.79 35	16.04 14	16.43 80	16.83 89	17.25 29	17.48 00
23	14.15 52	14.51 30	15.31 01	15.70 84	15.79 35	16.04 14	16.43 80	16.83 89	17.25 29	17.48 00

24	14.25 28	14.61 42	15.41 85	15.82 13	15.90 62	16.15 79	16.55 80	16.96 26	17.38 07	17.61 02
25	14.25 28	14.61 42	15.41 85	15.82 13	15.90 62	16.15 79	16.55 80	16.96 26	17.38 07	17.61 02
26	14.35 06	14.71 50	15.52 71	15.93 34	16.01 92	16.27 41	16.67 85	17.08 67	17.50 81	17.73 99
27	14.35 06	14.71 50	15.52 71	15.93 34	16.01 92	16.27 41	16.67 85	17.08 67	17.50 81	17.73 99
28	14.44 85	14.81 63	15.63 56	16.04 49	16.13 22	16.39 06	16.79 82	17.21 07	17.63 62	17.87 03
29	14.59 48	14.96 81	15.79 87	16.21 33	16.30 17	16.56 62	16.97 82	17.39 68	17.82 84	18.06 60

## 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	1771.64
20	1569.29
19	1469.12
18	1368.96
17	1268.79
16	1168.62
15	1168.62