

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/11/2018 (Dernière actualisation de la page 05/03/2021)

Augmentation conventionnelle de 0,5 % en 11/2018.

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	12.9 033	13.1 731	13.7 350	14.0 050	14.5 667	14.8 364	15.2 861	15.5 561	16.0 052	16.2 750	16.5 447
0B	12.9 033	13.1 731	13.7 350	14.0 050	14.5 667	14.8 364	15.2 861	15.5 561	16.0 052	16.2 750	16.5 447
1	12.9 033	13.1 731	13.7 350	14.0 050	14.5 667	14.8 364	15.2 861	15.5 561	16.0 052	16.2 750	16.5 447
2	12.9 033	13.1 731	13.7 350	14.0 050	14.5 667	14.8 364	15.2 861	15.5 561	16.0 052	16.2 750	16.5 447
3	12.9 033	13.1 731	13.7 350	14.0 050	14.5 667	14.8 364	15.2 861	15.5 561	16.0 052	16.2 750	16.5 447
4	13.0 246	13.2 974	13.8 653	14.1 383	14.7 063	14.9 793	15.4 336	15.7 060	16.1 610	16.4 334	16.7 057
5	13.0 246	13.2 974	13.8 653	14.1 383	14.7 063	14.9 793	15.4 336	15.7 060	16.1 610	16.4 334	16.7 057
6	13.2 678	13.5 463	14.1 267	14.4 051	14.9 856	15.2 641	15.7 281	16.0 072	16.4 713	16.7 496	17.0 280
7	13.2 678	13.5 463	14.1 267	14.4 051	14.9 856	15.2 641	15.7 281	16.0 072	16.4 713	16.7 496	17.0 280
8	13.5 107	13.7 949	14.3 875	14.6 724	15.2 647	15.5 493	16.0 233	16.3 076	16.7 819	17.0 665	17.3 508
9	13.5 107	13.7 949	14.3 875	14.6 724	15.2 647	15.5 493	16.0 233	16.3 076	16.7 819	17.0 665	17.3 508
10	13.7 537	14.0 443	14.6 489	14.9 392	15.5 440	15.8 344	16.3 185	16.6 084	17.0 926	17.3 829	17.6 731
11	13.7 537	14.0 443	14.6 489	14.9 392	15.5 440	15.8 344	16.3 185	16.6 084	17.0 926	17.3 829	17.6 731
12	13.8 822	14.1 755	14.7 871	15.0 804	15.6 921	15.9 853	16.4 746	16.7 676	17.2 570	17.5 505	17.8 441
13	13.8 822	14.1 755	14.7 871	15.0 804	15.6 921	15.9 853	16.4 746	16.7 676	17.2 570	17.5 505	17.8 441

14	14.0 111	14.3 075	14.9 251	15.2 217	15.8 398	16.1 365	16.6 306	16.9 271	17.4 217	17.7 180	18.0 147
15	14.0 111	14.3 075	14.9 251	15.2 217	15.8 398	16.1 365	16.6 306	16.9 271	17.4 217	17.7 180	18.0 147
16	14.1 394	14.4 396	15.0 639	15.3 631	15.9 878	16.2 872	16.7 867	17.0 864	17.5 858	17.8 858	18.1 856
17	14.1 394	14.4 396	15.0 639	15.3 631	15.9 878	16.2 872	16.7 867	17.0 864	17.5 858	17.8 858	18.1 856
18	14.2 682	14.5 711	15.2 020	15.5 051	16.1 359	16.4 385	16.9 427	17.2 456	17.7 504	18.0 532	18.3 558
19	14.2 682	14.5 711	15.2 020	15.5 051	16.1 359	16.4 385	16.9 427	17.2 456	17.7 504	18.0 532	18.3 558
20	14.3 971	14.7 029	15.3 405	15.6 463	16.2 836	16.5 893	17.0 998	17.4 056	17.9 152	18.2 208	18.5 265
21	14.3 971	14.7 029	15.3 405	15.6 463	16.2 836	16.5 893	17.0 998	17.4 056	17.9 152	18.2 208	18.5 265
22	14.5 258	14.8 349	15.4 785	15.7 877	16.4 318	16.7 401	17.2 559	17.5 649	18.0 794	18.3 886	18.6 979
23	14.5 258	14.8 349	15.4 785	15.7 877	16.4 318	16.7 401	17.2 559	17.5 649	18.0 794	18.3 886	18.6 979
24	14.6 545	14.9 669	15.6 172	15.9 290	16.5 794	16.8 914	17.4 116	17.7 241	18.2 441	18.5 566	18.8 687
25	14.6 545	14.9 669	15.6 172	15.9 290	16.5 794	16.8 914	17.4 116	17.7 241	18.2 441	18.5 566	18.8 687
26	14.7 832	15.0 987	15.7 555	16.0 709	16.7 273	17.0 426	17.5 679	17.8 833	18.4 089	18.7 239	19.0 392
27	14.7 832	15.0 987	15.7 555	16.0 709	16.7 273	17.0 426	17.5 679	17.8 833	18.4 089	18.7 239	19.0 392
28	14.9 118	15.2 305	15.8 934	16.2 122	16.8 754	17.1 937	17.7 243	18.0 429	18.5 732	18.8 918	19.2 103
29	15.0 405	15.3 621	16.0 317	16.3 537	17.0 230	17.3 450	17.8 812	18.2 017	18.7 377	19.0 590	19.3 806

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	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
0B	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
1	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
2	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
3	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
4	12.87 42	13.19 27	13.90 02	14.25 41	14.32 88	14.53 82	14.89 04	15.24 67	15.61 46	15.81 58

5	12.87 42	13.19 27	13.90 02	14.25 41	14.32 88	14.53 82	14.89 04	15.24 67	15.61 46	15.81 58
6	12.96 85	13.29 05	14.00 52	14.36 32	14.43 86	14.65 15	15.00 72	15.36 74	15.73 89	15.94 13
7	12.96 85	13.29 05	14.00 52	14.36 32	14.43 86	14.65 15	15.00 72	15.36 74	15.73 89	15.94 13
8	13.06 37	13.38 83	14.11 05	14.47 20	14.54 79	14.76 41	15.12 36	15.48 76	15.86 24	16.06 78
9	13.06 37	13.38 83	14.11 05	14.47 20	14.54 79	14.76 41	15.12 36	15.48 76	15.86 24	16.06 78
10	13.15 82	13.48 62	14.21 57	14.58 05	14.65 77	14.87 73	15.24 05	15.60 70	15.98 62	16.19 38
11	13.15 82	13.48 62	14.21 57	14.58 05	14.65 77	14.87 73	15.24 05	15.60 70	15.98 62	16.19 38
12	13.25 29	13.58 43	14.32 05	14.68 94	14.76 72	14.99 02	15.35 65	15.72 76	16.11 03	16.32 01
13	13.25 29	13.58 43	14.32 05	14.68 94	14.76 72	14.99 02	15.35 65	15.72 76	16.11 03	16.32 01
14	13.34 78	13.68 21	14.42 56	14.79 85	14.87 69	15.10 34	15.47 36	15.84 76	16.23 43	16.44 61
15	13.34 78	13.68 21	14.42 56	14.79 85	14.87 69	15.10 34	15.47 36	15.84 76	16.23 43	16.44 61
16	13.44 25	13.78 01	14.53 10	14.90 68	14.98 63	15.21 63	15.59 05	15.96 83	16.35 83	16.57 28
17	13.44 25	13.78 01	14.53 10	14.90 68	14.98 63	15.21 63	15.59 05	15.96 83	16.35 83	16.57 28
18	13.53 69	13.87 80	14.63 64	15.01 57	15.09 60	15.32 94	15.70 68	16.08 83	16.48 28	16.69 86
19	13.53 69	13.87 80	14.63 64	15.01 57	15.09 60	15.32 94	15.70 68	16.08 83	16.48 28	16.69 86
20	13.63 23	13.97 61	14.74 15	15.12 46	15.20 54	15.44 21	15.82 37	16.20 86	16.60 63	16.82 46
21	13.63 23	13.97 61	14.74 15	15.12 46	15.20 54	15.44 21	15.82 37	16.20 86	16.60 63	16.82 46
22	13.72 66	14.07 36	14.84 66	15.23 28	15.31 53	15.55 58	15.94 04	16.32 91	16.73 06	16.95 08
23	13.72 66	14.07 36	14.84 66	15.23 28	15.31 53	15.55 58	15.94 04	16.32 91	16.73 06	16.95 08
24	13.82 13	14.17 17	14.95 17	15.34 23	15.42 46	15.66 87	16.05 67	16.44 91	16.85 45	17.07 71
25	13.82 13	14.17 17	14.95 17	15.34 23	15.42 46	15.66 87	16.05 67	16.44 91	16.85 45	17.07 71
26	13.91 61	14.26 95	15.05 70	15.45 10	15.53 42	15.78 14	16.17 36	16.56 94	16.97 80	17.20 29
27	13.91 61	14.26 95	15.05 70	15.45 10	15.53 42	15.78 14	16.17 36	16.56 94	16.97 80	17.20 29
28	14.01 11	14.36 78	15.16 22	15.55 91	15.64 38	15.89 44	16.28 96	16.68 96	17.10 23	17.32 93
29	14.15 29	14.51 49	15.32 04	15.72 25	15.80 82	16.06 47	16.46 42	16.87 01	17.28 86	17.51 91

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	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
0B	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
1	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
2	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
3	12.80 26	13.11 94	13.82 13	14.17 28	14.24 68	14.45 32	14.80 28	15.15 70	15.52 15	15.72 08
4	12.87 42	13.19 27	13.90 02	14.25 41	14.32 88	14.53 82	14.89 04	15.24 67	15.61 46	15.81 58
5	12.87 42	13.19 27	13.90 02	14.25 41	14.32 88	14.53 82	14.89 04	15.24 67	15.61 46	15.81 58
6	12.96 85	13.29 05	14.00 52	14.36 32	14.43 86	14.65 15	15.00 72	15.36 74	15.73 89	15.94 13
7	12.96 85	13.29 05	14.00 52	14.36 32	14.43 86	14.65 15	15.00 72	15.36 74	15.73 89	15.94 13
8	13.06 37	13.38 83	14.11 05	14.47 20	14.54 79	14.76 41	15.12 36	15.48 76	15.86 24	16.06 78
9	13.06 37	13.38 83	14.11 05	14.47 20	14.54 79	14.76 41	15.12 36	15.48 76	15.86 24	16.06 78
10	13.15 82	13.48 62	14.21 57	14.58 05	14.65 77	14.87 73	15.24 05	15.60 70	15.98 62	16.19 38
11	13.15 82	13.48 62	14.21 57	14.58 05	14.65 77	14.87 73	15.24 05	15.60 70	15.98 62	16.19 38
12	13.25 29	13.58 43	14.32 05	14.68 94	14.76 72	14.99 02	15.35 65	15.72 76	16.11 03	16.32 01
13	13.25 29	13.58 43	14.32 05	14.68 94	14.76 72	14.99 02	15.35 65	15.72 76	16.11 03	16.32 01
14	13.34 78	13.68 21	14.42 56	14.79 85	14.87 69	15.10 34	15.47 36	15.84 76	16.23 43	16.44 61
15	13.34 78	13.68 21	14.42 56	14.79 85	14.87 69	15.10 34	15.47 36	15.84 76	16.23 43	16.44 61
16	13.44 25	13.78 01	14.53 10	14.90 68	14.98 63	15.21 63	15.59 05	15.96 83	16.35 83	16.57 28
17	13.44 25	13.78 01	14.53 10	14.90 68	14.98 63	15.21 63	15.59 05	15.96 83	16.35 83	16.57 28
18	13.53 69	13.87 80	14.63 64	15.01 57	15.09 60	15.32 94	15.70 68	16.08 83	16.48 28	16.69 86
19	13.53 69	13.87 80	14.63 64	15.01 57	15.09 60	15.32 94	15.70 68	16.08 83	16.48 28	16.69 86
20	13.63 23	13.97 61	14.74 15	15.12 46	15.20 54	15.44 21	15.82 37	16.20 86	16.60 63	16.82 46
21	13.63 23	13.97 61	14.74 15	15.12 46	15.20 54	15.44 21	15.82 37	16.20 86	16.60 63	16.82 46
22	13.72 66	14.07 36	14.84 66	15.23 28	15.31 53	15.55 58	15.94 04	16.32 91	16.73 06	16.95 08
23	13.72 66	14.07 36	14.84 66	15.23 28	15.31 53	15.55 58	15.94 04	16.32 91	16.73 06	16.95 08

24	13.82 13	14.17 17	14.95 17	15.34 23	15.42 46	15.66 87	16.05 67	16.44 91	16.85 45	17.07 71
25	13.82 13	14.17 17	14.95 17	15.34 23	15.42 46	15.66 87	16.05 67	16.44 91	16.85 45	17.07 71
26	13.91 61	14.26 95	15.05 70	15.45 10	15.53 42	15.78 14	16.17 36	16.56 94	16.97 80	17.20 29
27	13.91 61	14.26 95	15.05 70	15.45 10	15.53 42	15.78 14	16.17 36	16.56 94	16.97 80	17.20 29
28	14.01 11	14.36 78	15.16 22	15.55 91	15.64 38	15.89 44	16.28 96	16.68 96	17.10 23	17.32 93
29	14.15 29	14.51 49	15.32 04	15.72 25	15.80 82	16.06 47	16.46 42	16.87 01	17.28 86	17.51 91

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