

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3270200: entreprises de travail adapte subsidiees par la commission communautaire française

En vigueur au 01/09/2018 (Dernière actualisation de la page 08/12/2020)

Indexation RMMM 2% au 9/2018.

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

### 1. REGIME (sur base hebdomadaire): 38h

#### 1.1. Catégories: 13 - 19

##### 1.1.1. REVENU: PAR MOIS

| ANCIEN<br>NITÉ | Fonction |         |         |         |         |         |         |
|----------------|----------|---------|---------|---------|---------|---------|---------|
|                | 13       | 14      | 15      | 16      | 17      | 18      | 19      |
| 0              | 3100.08  | 2695.76 | 2358.80 | 2190.31 | 2037.45 | 1958.28 | 1890.87 |
| 1              | 3159.10  | 2737.88 | 2400.91 | 2232.40 | 2061.99 | 1974.93 | 1907.50 |
| 2              | 3218.06  | 2779.95 | 2442.98 | 2274.51 | 2086.46 | 1991.64 | 1924.21 |
| 3              | 3277.03  | 2822.11 | 2485.15 | 2316.73 | 2110.94 | 2008.23 | 1940.84 |
| 4              | 3335.97  | 2864.23 | 2527.29 | 2358.80 | 2135.43 | 2024.94 | 1957.52 |
| 5              | 3394.98  | 2906.37 | 2569.43 | 2400.91 | 2159.95 | 2041.57 | 1974.16 |
| 6              | 3453.93  | 2948.49 | 2611.51 | 2442.98 | 2184.40 | 2058.25 | 1990.84 |
| 7              | 3512.92  | 2990.59 | 2653.62 | 2485.15 | 2208.90 | 2074.88 | 2007.50 |
| 8              | 3571.87  | 3032.70 | 2695.76 | 2527.29 | 2233.41 | 2091.56 | 2024.12 |
| 9              | 3630.82  | 3074.82 | 2737.88 | 2569.43 | 2257.91 | 2108.19 | 2040.80 |
| 10             | 3689.77  | 3116.99 | 2779.95 | 2611.51 | 2282.38 | 2124.89 | 2057.46 |
| 11             | 3748.77  | 3159.10 | 2822.11 | 2653.62 | 2306.85 | 2141.52 | 2074.11 |
| 12             | 3807.74  | 3201.20 | 2864.23 | 2695.76 | 2331.37 | 2158.17 | 2090.76 |
| 13             | 3866.72  | 3243.29 | 2906.37 | 2737.88 | 2355.82 | 2174.80 | 2107.40 |
| 14             | 3925.69  | 3285.43 | 2948.49 | 2779.95 | 2380.32 | 2191.47 | 2124.07 |
| 15             | 3984.69  | 3327.60 | 2990.59 | 2822.11 | 2404.84 | 2208.10 | 2140.72 |
| 16             | 4043.62  | 3369.67 | 3032.70 | 2864.23 | 2429.33 | 2224.71 | 2157.36 |
| 17             | 4102.60  | 3411.83 | 3074.82 | 2906.37 | 2453.78 | 2241.46 | 2174.06 |
| 18             | 4161.54  | 3453.93 | 3116.99 | 2948.49 | 2478.25 | 2258.09 | 2190.68 |
| 19             | 4220.55  | 3496.07 | 3159.10 | 2990.59 | 2502.75 | 2274.74 | 2207.36 |
| 20             | 4279.49  | 3538.18 | 3201.20 | 3032.70 | 2527.29 | 2291.40 | 2223.99 |

##### 1.1.2. REVENU: PAR HEURE (B)

| ANCIEN<br>NITÉ | Fonction |         |         |         |         |         |         |
|----------------|----------|---------|---------|---------|---------|---------|---------|
|                | 13B      | 14B     | 15B     | 16B     | 17B     | 18B     | 19B     |
| 0              | 18.8264  | 16.3710 | 14.3247 | 13.3015 | 12.3732 | 11.8924 | 11.4830 |
| 1              | 19.1848  | 16.6268 | 14.5804 | 13.5571 | 12.5222 | 11.9935 | 11.5840 |
| 2              | 19.5429  | 16.8823 | 14.8359 | 13.8128 | 12.6708 | 12.0950 | 11.6855 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 3  | 19.9010 | 17.1383 | 15.0920 | 14.0692 | 12.8195 | 12.1957 | 11.7865 |
| 4  | 20.2589 | 17.3941 | 15.3479 | 14.3247 | 12.9682 | 12.2972 | 11.8878 |
| 5  | 20.6173 | 17.6500 | 15.6038 | 14.5804 | 13.1171 | 12.3982 | 11.9888 |
| 6  | 20.9753 | 17.9058 | 15.8594 | 14.8359 | 13.2656 | 12.4995 | 12.0901 |
| 7  | 21.3335 | 18.1615 | 16.1151 | 15.0920 | 13.4144 | 12.6005 | 12.1913 |
| 8  | 21.6915 | 18.4172 | 16.3710 | 15.3479 | 13.5632 | 12.7018 | 12.2922 |
| 9  | 22.0495 | 18.6730 | 16.6268 | 15.6038 | 13.7120 | 12.8028 | 12.3935 |
| 10 | 22.4075 | 18.9291 | 16.8823 | 15.8594 | 13.8606 | 12.9042 | 12.4947 |
| 11 | 22.7658 | 19.1848 | 17.1383 | 16.1151 | 14.0092 | 13.0052 | 12.5958 |
| 12 | 23.1239 | 19.4405 | 17.3941 | 16.3710 | 14.1581 | 13.1063 | 12.6969 |
| 13 | 23.4821 | 19.6961 | 17.6500 | 16.6268 | 14.3066 | 13.2073 | 12.7980 |
| 14 | 23.8402 | 19.9520 | 17.9058 | 16.8823 | 14.4554 | 13.3085 | 12.8992 |
| 15 | 24.1985 | 20.2081 | 18.1615 | 17.1383 | 14.6043 | 13.4095 | 13.0003 |
| 16 | 24.5564 | 20.4636 | 18.4172 | 17.3941 | 14.7530 | 13.5104 | 13.1014 |
| 17 | 24.9146 | 20.7196 | 18.6730 | 17.6500 | 14.9015 | 13.6121 | 13.2028 |
| 18 | 25.2725 | 20.9753 | 18.9291 | 17.9058 | 15.0501 | 13.7131 | 13.3037 |
| 19 | 25.6309 | 21.2312 | 19.1848 | 18.1615 | 15.1989 | 13.8142 | 13.4050 |
| 20 | 25.9888 | 21.4869 | 19.4405 | 18.4172 | 15.3479 | 13.9154 | 13.5060 |

## 1.2. Catégories: 20 - 215

### 1.2.1. REVENU: PAR MOIS

| ANCIENNETÉ | Fonction |         |         |         |         |       |         |         |
|------------|----------|---------|---------|---------|---------|-------|---------|---------|
|            | 20       | 21      | 22      | 23      | 24      | 25    | 195     | 215     |
| 0          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 1918.32 | 1835.65 |
| 1          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 1934.98 | 1835.65 |
| 2          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 1951.68 | 1835.65 |
| 3          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 1968.29 | 1835.65 |
| 4          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 1984.99 | 1835.65 |
| 5          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2001.61 | 1835.65 |
| 6          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2018.27 | 1835.65 |
| 7          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2034.93 | 1835.65 |
| 8          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2051.57 | 1835.65 |
| 9          | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2068.26 | 1835.65 |
| 10         | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2084.89 | 1835.65 |
| 11         | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2101.54 | 1835.65 |
| 12         | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2118.17 | 1835.65 |
| 13         | 1726.56  | 1808.20 | 1690.63 | 1643.18 | 1654.93 | 27.43 | 2134.84 | 1835.65 |

|    |             |             |             |             |             |       |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------|-------------|-------------|
| 14 | 1726.5<br>6 | 1808.2<br>0 | 1690.6<br>3 | 1643.1<br>8 | 1654.9<br>3 | 27.43 | 2151.4<br>9 | 1835.6<br>5 |
| 15 | 1726.5<br>6 | 1808.2<br>0 | 1690.6<br>3 | 1643.1<br>8 | 1654.9<br>3 | 27.43 | 2168.1<br>8 | 1835.6<br>5 |
| 16 | 1726.5<br>6 | 1808.2<br>0 | 1690.6<br>3 | 1643.1<br>8 | 1654.9<br>3 | 27.43 | 2184.8<br>1 | 1835.6<br>5 |
| 17 | 1726.5<br>6 | 1808.2<br>0 | 1690.6<br>3 | 1643.1<br>8 | 1654.9<br>3 | 27.43 | 2201.4<br>8 | 1835.6<br>5 |
| 18 | 1726.5<br>6 | 1808.2<br>0 | 1690.6<br>3 | 1643.1<br>8 | 1654.9<br>3 | 27.43 | 2218.0<br>9 | 1835.6<br>5 |
| 19 | 1726.5<br>6 | 1808.2<br>0 | 1690.6<br>3 | 1643.1<br>8 | 1654.9<br>3 | 27.43 | 2234.8<br>1 | 1835.6<br>5 |
| 20 | 1726.5<br>6 | 1808.2<br>0 | 1690.6<br>3 | 1643.1<br>8 | 1654.9<br>3 | 27.43 | 2251.4<br>4 | 1835.6<br>5 |

### 1.2.2. REVENU: PAR HEURE (B)

| ANCIENNETÉ | Fonction    |             |             |        |             |        |             |             |
|------------|-------------|-------------|-------------|--------|-------------|--------|-------------|-------------|
|            | 20B         | 21B         | 22B         | 23B    | 24B         | 25B    | 195B        | 215B        |
| 0          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 11.649<br>7 | 11.147<br>7 |
| 1          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 11.750<br>9 | 11.147<br>7 |
| 2          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 11.852<br>3 | 11.147<br>7 |
| 3          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 11.953<br>2 | 11.147<br>7 |
| 4          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.054<br>6 | 11.147<br>7 |
| 5          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.155<br>5 | 11.147<br>7 |
| 6          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.256<br>7 | 11.147<br>7 |
| 7          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.357<br>9 | 11.147<br>7 |
| 8          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.458<br>9 | 11.147<br>7 |
| 9          | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.560<br>3 | 11.147<br>7 |
| 10         | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.661<br>3 | 11.147<br>7 |
| 11         | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.762<br>4 | 11.147<br>7 |
| 12         | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.863<br>4 | 11.147<br>7 |
| 13         | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 12.964<br>6 | 11.147<br>7 |
| 14         | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 13.065<br>7 | 11.147<br>7 |
| 15         | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 13.167<br>1 | 11.147<br>7 |
| 16         | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 13.268<br>1 | 11.147<br>7 |
| 17         | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 13.369<br>3 | 11.147<br>7 |

|    |             |             |             |        |             |        |             |             |
|----|-------------|-------------|-------------|--------|-------------|--------|-------------|-------------|
| 18 | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 13.470<br>2 | 11.147<br>7 |
| 19 | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 13.571<br>7 | 11.147<br>7 |
| 20 | 10.485<br>2 | 10.981<br>0 | 10.267<br>0 | 9.9788 | 10.050<br>2 | 0.1666 | 13.672<br>7 | 11.147<br>7 |