

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3290105: organisations néerlandophones pour l'insertion socioprofessionnelle à bruxelles

En vigueur au 01/01/2013 (Dernière actualisation de la page 09/02/2015)

Les présents barèmes s'appliquent aux employeurs et aux travailleurs des organisations néerlandophones pour l'insertion socioprofessionnelle (ISP) en Région de Bruxelles-Capitale, à savoir :

- L'ASBL Overleg Opleidings- en Tewerkstellingsprojecten Brussel (OOTB),
- Les partenaires néerlandophones actifs pour l'ISP en Région de Bruxelles-Capitale,
- Les organisations néerlandophones avec encadrement ACS de l'Office régional bruxelles de l'Emploi (ORBEM) pour des projets de transition professionnelle.

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

### 1.1. : Structure barémique (1)

| ANCIEN<br>NETE<br>(Nombre<br>d'années) | BAREME (Montant mensuel)                       |                                                |                                                |                                                |                                                |                                                |
|----------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|
|                                        | B1c                                            | B1b                                            | B1a                                            | L1                                             | B3                                             | B2b                                            |
|                                        | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>22<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>20<br>ans<br><br>minimum |
| 0                                      | 2137.86                                        | 2405.40                                        | 2645.81                                        | 2761.41                                        | 1689.40                                        | 1808.31                                        |
| 1                                      | 2178.58                                        | 2446.12                                        | 2686.53                                        | 2844.13                                        | 1746.23                                        | 1843.18                                        |
| 2                                      | 2241.14                                        | 2486.84                                        | 2727.21                                        | 2926.89                                        | 1814.45                                        | 1882.73                                        |
| 3                                      | 2325.58                                        | 2527.52                                        | 2767.93                                        | 3009.65                                        | 1883.03                                        | 1953.67                                        |
| 4                                      | 2409.52                                        | 2579.52                                        | 2767.93                                        | 3109.98                                        | 1951.02                                        | 2024.18                                        |
| 5                                      | 2410.37                                        | 2597.31                                        | 2837.72                                        | 3237.09                                        | 1952.08                                        | 2024.60                                        |
| 6                                      | 2530.02                                        | 2708.40                                        | 2837.72                                        | 3237.09                                        | 2048.99                                        | 2125.13                                        |
| 7                                      | 2530.87                                        | 2709.25                                        | 2907.51                                        | 3364.16                                        | 2050.04                                        | 2125.93                                        |
| 8                                      | 2650.51                                        | 2837.26                                        | 2971.26                                        | 3364.16                                        | 2146.95                                        | 2226.43                                        |
| 9                                      | 2651.62                                        | 2838.12                                        | 2977.30                                        | 3491.23                                        | 2148.00                                        | 2227.52                                        |
| 10                                     | 2771.26                                        | 2966.13                                        | 3106.11                                        | 3499.81                                        | 2244.91                                        | 2328.02                                        |
| 11                                     | 2772.56                                        | 2966.99                                        | 3106.96                                        | 3618.30                                        | 2245.96                                        | 2329.11                                        |
| 12                                     | 2892.21                                        | 3095.00                                        | 3240.96                                        | 3655.31                                        | 2342.87                                        | 2429.61                                        |
| 13                                     | 2893.50                                        | 3095.98                                        | 3241.82                                        | 3745.36                                        | 2343.93                                        | 2430.70                                        |
| 14                                     | 3013.15                                        | 3224.00                                        | 3375.81                                        | 3810.81                                        | 2440.83                                        | 2531.20                                        |
| 15                                     | 3014.45                                        | 3225.39                                        | 3376.66                                        | 3872.43                                        | 2441.89                                        | 2532.29                                        |
| 16                                     | 3134.09                                        | 3353.41                                        | 3510.66                                        | 3966.30                                        | 2538.80                                        | 2632.79                                        |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 17 | 3135.39 | 3354.80 | 3511.52 | 3999.54 | 2539.85 | 2633.88 |
| 18 | 3255.03 | 3482.81 | 3646.73 | 4121.80 | 2636.76 | 2734.38 |
| 19 | 3256.33 | 3484.20 | 3647.59 | 4126.61 | 2637.81 | 2735.47 |
| 20 | 3375.97 | 3612.22 | 3781.59 | 4277.30 | 2734.72 | 2835.97 |
| 21 | 3377.27 | 3613.61 | 3782.44 | 4280.86 | 2735.78 | 2837.06 |
| 22 | 3496.91 | 3741.63 | 3916.44 | 4432.80 | 2832.68 | 2937.56 |
| 23 | 3617.85 | 3871.04 | 4051.88 | 4588.30 | 2930.65 | 3039.15 |
| 24 | 3737.49 | 3999.05 | 4185.88 | 4740.24 | 3027.56 | 3139.65 |
| 25 | 3738.79 | 4000.44 | 4187.33 | 4740.24 | 3028.61 | 3140.74 |
| 26 | 3738.79 | 4000.44 | 4187.33 | 4740.24 | 3028.61 | 3140.74 |
| 27 | 3740.09 | 4001.83 | 4188.79 | 4740.24 | 3029.66 | 3141.83 |

## 1.2. : Structure barémique (2)

| ANCIEN<br>NETE<br>(Nombre<br>d'années) | BAREME (Montant mensuel)                       |                                                |                                                |                                                |                                                |                                                |
|----------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|
|                                        | B2a                                            | MV2                                            | L4                                             | A3                                             | A2                                             | A1                                             |
|                                        | Age de<br>départ :<br>20<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>20<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum |
| 0                                      | 1878.10                                        | 1982.76                                        | 1580.10                                        | 1657.37                                        | 1800.60                                        | 2111.74                                        |
| 1                                      | 1907.17                                        | 2048.23                                        | 1601.00                                        | 1725.37                                        | 1874.47                                        | 2151.96                                        |
| 2                                      | 1972.00                                        | 2128.40                                        | 1621.87                                        | 1793.36                                        | 1948.34                                        | 2214.03                                        |
| 3                                      | 2046.22                                        | 2208.58                                        | 1642.77                                        | 1861.35                                        | 2022.21                                        | 2297.97                                        |
| 4                                      | 2120.09                                        | 2288.32                                        | 1667.34                                        | 1929.35                                        | 2096.08                                        | 2381.91                                        |
| 5                                      | 2120.69                                        | 2289.30                                        | 1685.47                                        | 1929.35                                        | 2096.08                                        | 2381.91                                        |
| 6                                      | 2225.97                                        | 2402.96                                        | 1751.08                                        | 2026.25                                        | 2201.36                                        | 2501.55                                        |
| 7                                      | 2227.12                                        | 2404.20                                        | 1763.23                                        | 2026.25                                        | 2201.36                                        | 2634.51                                        |
| 8                                      | 2332.40                                        | 2517.85                                        | 1834.83                                        | 2123.16                                        | 2306.65                                        | 2634.51                                        |
| 9                                      | 2333.55                                        | 2520.30                                        | 1841.00                                        | 2123.16                                        | 2306.65                                        | 2703.48                                        |
| 10                                     | 2438.83                                        | 2633.96                                        | 1918.58                                        | 2220.08                                        | 2411.93                                        | 2740.83                                        |
| 11                                     | 2439.97                                        | 2634.82                                        | 1918.80                                        | 2220.08                                        | 2411.93                                        | 2772.42                                        |
| 12                                     | 2545.25                                        | 2748.47                                        | 2002.33                                        | 2316.98                                        | 2517.22                                        | 2860.47                                        |
| 13                                     | 2546.40                                        | 2749.33                                        | 2002.33                                        | 2316.98                                        | 2517.22                                        | 2860.47                                        |
| 14                                     | 2651.69                                        | 2862.99                                        | 2086.08                                        | 2413.89                                        | 2622.50                                        | 2980.11                                        |
| 15                                     | 2652.83                                        | 2863.84                                        | 2086.08                                        | 2413.89                                        | 2622.50                                        | 2980.11                                        |
| 16                                     | 2758.11                                        | 2977.50                                        | 2169.83                                        | 2510.80                                        | 2727.78                                        | 3147.77                                        |
| 17                                     | 2759.26                                        | 2978.67                                        | 2169.83                                        | 2510.80                                        | 2727.78                                        | 3216.70                                        |
| 18                                     | 2864.54                                        | 3092.33                                        | 2253.58                                        | 2607.71                                        | 2833.07                                        | 3315.41                                        |
| 19                                     | 2865.69                                        | 3093.56                                        | 2253.58                                        | 2607.71                                        | 2833.07                                        | 3384.34                                        |
| 20                                     | 2970.97                                        | 3207.22                                        | 2337.33                                        | 2704.62                                        | 2938.35                                        | 3384.34                                        |
| 21                                     | 2972.12                                        | 3208.45                                        | 2337.33                                        | 2704.62                                        | 2938.35                                        | 3453.28                                        |
| 22                                     | 3077.40                                        | 3322.11                                        | 2421.08                                        | 2801.53                                        | 3043.64                                        | 3458.68                                        |
| 23                                     | 3183.83                                        | 3437.01                                        | 2504.83                                        | 2898.44                                        | 3148.92                                        | 3578.32                                        |
| 24                                     | 3289.11                                        | 3550.67                                        | 2588.57                                        | 2995.35                                        | 3254.21                                        | 3697.96                                        |
| 25                                     | 3290.25                                        | 3551.90                                        | 2588.57                                        | 2995.35                                        | 3254.21                                        | 3697.96                                        |
| 26                                     | 3290.25                                        | 3551.90                                        | 2588.57                                        | 2995.35                                        | 3254.21                                        | 3697.96                                        |
| 27                                     | 3291.40                                        | 3553.14                                        | 2588.57                                        | 2995.35                                        | 3254.21                                        | 3697.96                                        |