

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/01/2023 (Dernière actualisation de la page 20/12/2023)

Indexation de 2 % en 1/2023.

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	14.7 497	15.0 583	15.7 006	16.0 092	16.6 512	16.9 595	17.4 736	17.7 822	18.2 955	18.6 040	18.9 122
0B	14.7 497	15.0 583	15.7 006	16.0 092	16.6 512	16.9 595	17.4 736	17.7 822	18.2 955	18.6 040	18.9 122
1	14.7 497	15.0 583	15.7 006	16.0 092	16.6 512	16.9 595	17.4 736	17.7 822	18.2 955	18.6 040	18.9 122
2	14.7 497	15.0 583	15.7 006	16.0 092	16.6 512	16.9 595	17.4 736	17.7 822	18.2 955	18.6 040	18.9 122
3	14.7 497	15.0 583	15.7 006	16.0 092	16.6 512	16.9 595	17.4 736	17.7 822	18.2 955	18.6 040	18.9 122
4	14.8 885	15.2 004	15.8 496	16.1 616	16.8 109	17.1 229	17.6 422	17.9 536	18.4 737	18.7 850	19.0 963
5	14.8 885	15.2 004	15.8 496	16.1 616	16.8 109	17.1 229	17.6 422	17.9 536	18.4 737	18.7 850	19.0 963
6	15.1 663	15.4 848	16.1 482	16.4 666	17.1 301	17.4 483	17.9 788	18.2 979	18.8 285	19.1 466	19.4 647
7	15.1 663	15.4 848	16.1 482	16.4 666	17.1 301	17.4 483	17.9 788	18.2 979	18.8 285	19.1 466	19.4 647
8	15.4 442	15.7 689	16.4 465	16.7 721	17.4 491	17.7 744	18.3 163	18.6 411	19.1 834	19.5 088	19.8 339
9	15.4 442	15.7 689	16.4 465	16.7 721	17.4 491	17.7 744	18.3 163	18.6 411	19.1 834	19.5 088	19.8 339
10	15.7 220	16.0 542	16.7 451	17.0 770	17.7 685	18.1 004	18.6 540	18.9 852	19.5 385	19.8 704	20.2 023
11	15.7 220	16.0 542	16.7 451	17.0 770	17.7 685	18.1 004	18.6 540	18.9 852	19.5 385	19.8 704	20.2 023
12	15.8 689	16.2 040	16.9 032	17.2 384	17.9 376	18.2 729	18.8 322	19.1 669	19.7 265	20.0 622	20.3 977
13	15.8 689	16.2 040	16.9 032	17.2 384	17.9 376	18.2 729	18.8 322	19.1 669	19.7 265	20.0 622	20.3 977

14	16.0 161	16.3 550	17.0 609	17.3 999	18.1 065	18.4 457	19.0 106	19.3 495	19.9 148	20.2 534	20.5 928
15	16.0 161	16.3 550	17.0 609	17.3 999	18.1 065	18.4 457	19.0 106	19.3 495	19.9 148	20.2 534	20.5 928
16	16.1 627	16.5 060	17.2 196	17.5 616	18.2 757	18.6 180	19.1 890	19.5 317	20.1 024	20.4 454	20.7 880
17	16.1 627	16.5 060	17.2 196	17.5 616	18.2 757	18.6 180	19.1 890	19.5 317	20.1 024	20.4 454	20.7 880
18	16.3 101	16.6 563	17.3 775	17.7 239	18.4 451	18.7 908	19.3 673	19.7 135	20.2 907	20.6 366	20.9 826
19	16.3 101	16.6 563	17.3 775	17.7 239	18.4 451	18.7 908	19.3 673	19.7 135	20.2 907	20.6 366	20.9 826
20	16.4 575	16.8 069	17.5 357	17.8 854	18.6 138	18.9 632	19.5 470	19.8 964	20.4 791	20.8 282	21.1 776
21	16.4 575	16.8 069	17.5 357	17.8 854	18.6 138	18.9 632	19.5 470	19.8 964	20.4 791	20.8 282	21.1 776
22	16.6 045	16.9 579	17.6 935	18.0 470	18.7 833	19.1 357	19.7 254	20.0 786	20.6 668	21.0 203	21.3 737
23	16.6 045	16.9 579	17.6 935	18.0 470	18.7 833	19.1 357	19.7 254	20.0 786	20.6 668	21.0 203	21.3 737
24	16.7 516	17.1 087	17.8 522	18.2 084	18.9 520	19.3 087	19.9 034	20.2 607	20.8 549	21.2 121	21.5 689
25	16.7 516	17.1 087	17.8 522	18.2 084	18.9 520	19.3 087	19.9 034	20.2 607	20.8 549	21.2 121	21.5 689
26	16.8 987	17.2 594	18.0 101	18.3 707	19.1 211	19.4 816	20.0 819	20.4 424	21.0 433	21.4 035	21.7 638
27	16.8 987	17.2 594	18.0 101	18.3 707	19.1 211	19.4 816	20.0 819	20.4 424	21.0 433	21.4 035	21.7 638
28	17.0 457	17.4 101	18.1 678	18.5 323	19.2 902	19.6 541	20.2 609	20.6 249	21.2 311	21.5 952	21.9 593
29	17.1 928	17.5 605	18.3 259	18.6 941	19.4 591	19.8 271	20.4 401	20.8 064	21.4 193	21.7 864	22.1 540

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	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
0B	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
1	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
2	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
3	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
4	14.71 66	15.08 06	15.88 96	16.29 40	16.37 93	16.61 88	17.02 13	17.42 85	17.84 91	18.07 90

5	14.71 66	15.08 06	15.88 96	16.29 40	16.37 93	16.61 88	17.02 13	17.42 85	17.84 91	18.07 90
6	14.82 45	15.19 23	16.00 95	16.41 85	16.50 48	16.74 83	17.15 48	17.56 65	17.99 12	18.22 26
7	14.82 45	15.19 23	16.00 95	16.41 85	16.50 48	16.74 83	17.15 48	17.56 65	17.99 12	18.22 26
8	14.93 31	15.30 42	16.12 98	16.54 31	16.62 98	16.87 68	17.28 78	17.70 40	18.13 23	18.36 72
9	14.93 31	15.30 42	16.12 98	16.54 31	16.62 98	16.87 68	17.28 78	17.70 40	18.13 23	18.36 72
10	15.04 12	15.41 59	16.25 01	16.66 70	16.75 53	17.00 63	17.42 14	17.84 05	18.27 38	18.51 11
11	15.04 12	15.41 59	16.25 01	16.66 70	16.75 53	17.00 63	17.42 14	17.84 05	18.27 38	18.51 11
12	15.14 94	15.52 84	16.37 00	16.79 16	16.88 04	17.13 54	17.55 39	17.97 83	18.41 59	18.65 56
13	15.14 94	15.52 84	16.37 00	16.79 16	16.88 04	17.13 54	17.55 39	17.97 83	18.41 59	18.65 56
14	15.25 80	15.64 03	16.49 00	16.91 63	17.00 57	17.26 47	17.68 79	18.11 53	18.55 75	18.79 96
15	15.25 80	15.64 03	16.49 00	16.91 63	17.00 57	17.26 47	17.68 79	18.11 53	18.55 75	18.79 96
16	15.36 62	15.75 22	16.61 03	17.03 99	17.13 09	17.39 39	17.82 15	18.25 35	18.69 93	18.94 44
17	15.36 62	15.75 22	16.61 03	17.03 99	17.13 09	17.39 39	17.82 15	18.25 35	18.69 93	18.94 44
18	15.47 41	15.86 41	16.73 09	17.16 46	17.25 62	17.52 33	17.95 44	18.39 06	18.84 14	19.08 82
19	15.47 41	15.86 41	16.73 09	17.16 46	17.25 62	17.52 33	17.95 44	18.39 06	18.84 14	19.08 82
20	15.58 33	15.97 61	16.85 11	17.28 89	17.38 15	17.65 20	18.08 83	18.52 81	18.98 28	19.23 24
21	15.58 33	15.97 61	16.85 11	17.28 89	17.38 15	17.65 20	18.08 83	18.52 81	18.98 28	19.23 24
22	15.69 10	16.08 77	16.97 12	17.41 27	17.50 70	17.78 18	18.22 16	18.66 59	19.12 48	19.37 65
23	15.69 10	16.08 77	16.97 12	17.41 27	17.50 70	17.78 18	18.22 16	18.66 59	19.12 48	19.37 65
24	15.79 93	16.19 97	17.09 14	17.53 78	17.63 19	17.91 10	18.35 45	18.80 31	19.26 65	19.52 09
25	15.79 93	16.19 97	17.09 14	17.53 78	17.63 19	17.91 10	18.35 45	18.80 31	19.26 65	19.52 09
26	15.90 76	16.31 15	17.21 18	17.66 21	17.75 74	18.03 98	18.48 80	18.94 06	19.40 77	19.66 46
27	15.90 76	16.31 15	17.21 18	17.66 21	17.75 74	18.03 98	18.48 80	18.94 06	19.40 77	19.66 46
28	16.01 61	16.42 38	17.33 19	17.78 57	17.88 24	18.16 90	18.62 08	19.07 80	19.54 96	19.80 91
29	16.17 82	16.59 22	17.51 30	17.97 25	18.07 04	18.36 36	18.82 03	19.28 42	19.76 28	20.02 61

1.3. : PARTIE 3

Ancie nneté	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	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
0B	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
1	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
2	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
3	14.63 47	14.99 69	15.79 93	16.20 09	16.28 55	16.52 16	16.92 12	17.32 60	17.74 26	17.97 05
4	14.71 66	15.08 06	15.88 96	16.29 40	16.37 93	16.61 88	17.02 13	17.42 85	17.84 91	18.07 90
5	14.71 66	15.08 06	15.88 96	16.29 40	16.37 93	16.61 88	17.02 13	17.42 85	17.84 91	18.07 90
6	14.82 45	15.19 23	16.00 95	16.41 85	16.50 48	16.74 83	17.15 48	17.56 65	17.99 12	18.22 26
7	14.82 45	15.19 23	16.00 95	16.41 85	16.50 48	16.74 83	17.15 48	17.56 65	17.99 12	18.22 26
8	14.93 31	15.30 42	16.12 98	16.54 31	16.62 98	16.87 68	17.28 78	17.70 40	18.13 23	18.36 72
9	14.93 31	15.30 42	16.12 98	16.54 31	16.62 98	16.87 68	17.28 78	17.70 40	18.13 23	18.36 72
10	15.04 12	15.41 59	16.25 01	16.66 70	16.75 53	17.00 63	17.42 14	17.84 05	18.27 38	18.51 11
11	15.04 12	15.41 59	16.25 01	16.66 70	16.75 53	17.00 63	17.42 14	17.84 05	18.27 38	18.51 11
12	15.14 94	15.52 84	16.37 00	16.79 16	16.88 04	17.13 54	17.55 39	17.97 83	18.41 59	18.65 56
13	15.14 94	15.52 84	16.37 00	16.79 16	16.88 04	17.13 54	17.55 39	17.97 83	18.41 59	18.65 56
14	15.25 80	15.64 03	16.49 00	16.91 63	17.00 57	17.26 47	17.68 79	18.11 53	18.55 75	18.79 96
15	15.25 80	15.64 03	16.49 00	16.91 63	17.00 57	17.26 47	17.68 79	18.11 53	18.55 75	18.79 96
16	15.36 62	15.75 22	16.61 03	17.03 99	17.13 09	17.39 39	17.82 15	18.25 35	18.69 93	18.94 44
17	15.36 62	15.75 22	16.61 03	17.03 99	17.13 09	17.39 39	17.82 15	18.25 35	18.69 93	18.94 44
18	15.47 41	15.86 41	16.73 09	17.16 46	17.25 62	17.52 33	17.95 44	18.39 06	18.84 14	19.08 82
19	15.47 41	15.86 41	16.73 09	17.16 46	17.25 62	17.52 33	17.95 44	18.39 06	18.84 14	19.08 82
20	15.58 33	15.97 61	16.85 11	17.28 89	17.38 15	17.65 20	18.08 83	18.52 81	18.98 28	19.23 24
21	15.58 33	15.97 61	16.85 11	17.28 89	17.38 15	17.65 20	18.08 83	18.52 81	18.98 28	19.23 24
22	15.69 10	16.08 77	16.97 12	17.41 27	17.50 70	17.78 18	18.22 16	18.66 59	19.12 48	19.37 65
23	15.69 10	16.08 77	16.97 12	17.41 27	17.50 70	17.78 18	18.22 16	18.66 59	19.12 48	19.37 65

24	15.79 93	16.19 97	17.09 14	17.53 78	17.63 19	17.91 10	18.35 45	18.80 31	19.26 65	19.52 09
25	15.79 93	16.19 97	17.09 14	17.53 78	17.63 19	17.91 10	18.35 45	18.80 31	19.26 65	19.52 09
26	15.90 76	16.31 15	17.21 18	17.66 21	17.75 74	18.03 98	18.48 80	18.94 06	19.40 77	19.66 46
27	15.90 76	16.31 15	17.21 18	17.66 21	17.75 74	18.03 98	18.48 80	18.94 06	19.40 77	19.66 46
28	16.01 61	16.42 38	17.33 19	17.78 57	17.88 24	18.16 90	18.62 08	19.07 80	19.54 96	19.80 91
29	16.17 82	16.59 22	17.51 30	17.97 25	18.07 04	18.36 36	18.82 03	19.28 42	19.76 28	20.02 61

2. : Etudiants ouvriers

Age	
21	13.7391
20	9.7878
19	9.1630
18	8.5383
17	7.9135
16	7.2888
15	7.2888

3. : Etudiants employés

Age	
21	2202.81
20	1569.29
19	1469.12
18	1368.96
17	1268.79
16	1168.62
15	1168.62