SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3280100: transport urbain et regional de la region flamande

En vigueur au 01/04/2020 (Dernière actualisation de la page 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 : 11.1 | CL.1 : 11.2 | CL.2 : 12.1 | CL.2 : 12.2 | CL.3 : 13.1 | CL.3 : 13.2 | CL.4 : 14.1 | CL.4 : 14.2 | CL.5 : 15.1 | CL.5 : 15.2 | CL.5 : 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 | 14.4485 | 14.7542 | 15.3911 | 15.6969 | 16.3343 | 16.6403 | 17.1498 | 17.4556 | 17.9656 | 18.2712 | 18.5772 |
| 15 | 14.4485 | 14.7542 | 15.3911 | 15.6969 | 16.3343 | 16.6403 | 17.1498 | 17.4556 | 17.9656 | 18.2712 | 18.5772 |
| 16 | 14.5808 | 14.8904 | 15.5342 | 15.8427 | 16.4870 | 16.7957 | 17.3108 | 17.6199 | 18.1348 | 18.4442 | 18.7533 |
| 17 | 14.5808 | 14.8904 | 15.5342 | 15.8427 | 16.4870 | 16.7957 | 17.3108 | 17.6199 | 18.1348 | 18.4442 | 18.7533 |
| 18 | 14.7137 | 15.0260 | 15.6766 | 15.9892 | 16.6397 | 16.9517 | 17.4717 | 17.7840 | 18.3046 | 18.6168 | 18.9289 |
| 19 | 14.7137 | 15.0260 | 15.6766 | 15.9892 | 16.6397 | 16.9517 | 17.4717 | 17.7840 | 18.3046 | 18.6168 | 18.9289 |
| 20 | 14.8466 | 15.1619 | 15.8194 | 16.1348 | 16.7920 | 17.1072 | 17.6337 | 17.9490 | 18.4745 | 18.7896 | 19.1049 |
| 21 | 14.8466 | 15.1619 | 15.8194 | 16.1348 | 16.7920 | 17.1072 | 17.6337 | 17.9490 | 18.4745 | 18.7896 | 19.1049 |
| 22 | 14.9793 | 15.2981 | 15.9618 | 16.2806 | 16.9448 | 17.2627 | 17.7946 | 18.1133 | 18.6439 | 18.9627 | 19.2817 |
| 23 | 14.9793 | 15.2981 | 15.9618 | 16.2806 | 16.9448 | 17.2627 | 17.7946 | 18.1133 | 18.6439 | 18.9627 | 19.2817 |
| 24 | 15.1120 | 15.4341 | 16.1048 | 16.4263 | 17.0970 | 17.4187 | 17.9552 | 18.2775 | 18.8137 | 19.1359 | 19.4578 |
| 25 | 15.1120 | 15.4341 | 16.1048 | 16.4263 | 17.0970 | 17.4187 | 17.9552 | 18.2775 | 18.8137 | 19.1359 | 19.4578 |
| 26 | 15.2447 | 15.5701 | 16.2474 | 16.5727 | 17.2495 | 17.5747 | 18.1163 | 18.4416 | 18.9836 | 19.3085 | 19.6336 |
| 27 | 15.2447 | 15.5701 | 16.2474 | 16.5727 | 17.2495 | 17.5747 | 18.1163 | 18.4416 | 18.9836 | 19.3085 | 19.6336 |
| 28 | 15.3773 | 15.7060 | 16.3896 | 16.7183 | 17.4022 | 17.7305 | 18.2777 | 18.6062 | 19.1531 | 19.4816 | 19.8100 |
| 29 | 15.5100 | 15.8417 | 16.5322 | 16.8643 | 17.5545 | 17.8865 | 18.4395 | 18.7699 | 19.3227 | 19.6540 | 19.9857 |

**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 1iers ouvriers formés | 5.3 1iers ouvriers formés |
| 0A | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 0B | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 1 | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 2 | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 3 | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 4 | 13.2761 | 13.6046 | 14.3342 | 14.6991 | 14.7761 | 14.9921 | 15.3553 | 15.7227 | 16.1021 | 16.3096 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 5 | 13.2761 | 13.6046 | 14.3342 | 14.6991 | 14.7761 | 14.9921 | 15.3553 | 15.7227 | 16.1021 | 16.3096 |
| 6 | 13.3734 | 13.7054 | 14.4425 | 14.8116 | 14.8893 | 15.1090 | 15.4757 | 15.8471 | 16.2302 | 16.4390 |
| 7 | 13.3734 | 13.7054 | 14.4425 | 14.8116 | 14.8893 | 15.1090 | 15.4757 | 15.8471 | 16.2302 | 16.4390 |
| 8 | 13.4715 | 13.8063 | 14.5510 | 14.9238 | 15.0021 | 15.2250 | 15.5958 | 15.9712 | 16.3576 | 16.5694 |
| 9 | 13.4715 | 13.8063 | 14.5510 | 14.9238 | 15.0021 | 15.2250 | 15.5958 | 15.9712 | 16.3576 | 16.5694 |
| 10 | 13.5690 | 13.9072 | 14.6595 | 15.0357 | 15.1153 | 15.3418 | 15.7163 | 16.0943 | 16.4852 | 16.6993 |
| 11 | 13.5690 | 13.9072 | 14.6595 | 15.0357 | 15.1153 | 15.3418 | 15.7163 | 16.0943 | 16.4852 | 16.6993 |
| 12 | 13.6667 | 14.0084 | 14.7676 | 15.1480 | 15.2282 | 15.4582 | 15.8359 | 16.2186 | 16.6133 | 16.8296 |
| 13 | 13.6667 | 14.0084 | 14.7676 | 15.1480 | 15.2282 | 15.4582 | 15.8359 | 16.2186 | 16.6133 | 16.8296 |
| 14 | 13.7645 | 14.1093 | 14.8760 | 15.2605 | 15.3413 | 15.5749 | 15.9567 | 16.3423 | 16.7412 | 16.9595 |
| 15 | 13.7645 | 14.1093 | 14.8760 | 15.2605 | 15.3413 | 15.5749 | 15.9567 | 16.3423 | 16.7412 | 16.9595 |
| 16 | 13.8622 | 14.2103 | 14.9846 | 15.3722 | 15.4541 | 15.6914 | 16.0772 | 16.4669 | 16.8690 | 17.0902 |
| 17 | 13.8622 | 14.2103 | 14.9846 | 15.3722 | 15.4541 | 15.6914 | 16.0772 | 16.4669 | 16.8690 | 17.0902 |
| 18 | 13.9595 | 14.3113 | 15.0933 | 15.4845 | 15.5673 | 15.8080 | 16.1972 | 16.5906 | 16.9974 | 17.2199 |
| 19 | 13.9595 | 14.3113 | 15.0933 | 15.4845 | 15.5673 | 15.8080 | 16.1972 | 16.5906 | 16.9974 | 17.2199 |
| 20 | 14.0579 | 14.4124 | 15.2018 | 15.5968 | 15.6802 | 15.9242 | 16.3178 | 16.7146 | 17.1248 | 17.3499 |
| 21 | 14.0579 | 14.4124 | 15.2018 | 15.5968 | 15.6802 | 15.9242 | 16.3178 | 16.7146 | 17.1248 | 17.3499 |
| 22 | 14.1552 | 14.5130 | 15.3101 | 15.7084 | 15.7935 | 16.0414 | 16.4380 | 16.8389 | 17.2529 | 17.4800 |
| 23 | 14.1552 | 14.5130 | 15.3101 | 15.7084 | 15.7935 | 16.0414 | 16.4380 | 16.8389 | 17.2529 | 17.4800 |
| 24 | 14.2528 | 14.6142 | 15.4185 | 15.8213 | 15.9062 | 16.1579 | 16.5580 | 16.9626 | 17.3807 | 17.6102 |
| 25 | 14.2528 | 14.6142 | 15.4185 | 15.8213 | 15.9062 | 16.1579 | 16.5580 | 16.9626 | 17.3807 | 17.6102 |
| 26 | 14.3506 | 14.7150 | 15.5271 | 15.9334 | 16.0192 | 16.2741 | 16.6785 | 17.0867 | 17.5081 | 17.7399 |
| 27 | 14.3506 | 14.7150 | 15.5271 | 15.9334 | 16.0192 | 16.2741 | 16.6785 | 17.0867 | 17.5081 | 17.7399 |
| 28 | 14.4485 | 14.8163 | 15.6356 | 16.0449 | 16.1322 | 16.3906 | 16.7982 | 17.2107 | 17.6362 | 17.8703 |
| 29 | 14.5948 | 14.9681 | 15.7987 | 16.2133 | 16.3017 | 16.5662 | 16.9782 | 17.3968 | 17.8284 | 18.0660 |

**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 | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 0B | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 1 | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 2 | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 3 | 13.2023 | 13.5290 | 14.2528 | 14.6153 | 14.6916 | 14.9044 | 15.2649 | 15.6302 | 16.0060 | 16.2116 |
| 4 | 13.2761 | 13.6046 | 14.3342 | 14.6991 | 14.7761 | 14.9921 | 15.3553 | 15.7227 | 16.1021 | 16.3096 |
| 5 | 13.2761 | 13.6046 | 14.3342 | 14.6991 | 14.7761 | 14.9921 | 15.3553 | 15.7227 | 16.1021 | 16.3096 |
| 6 | 13.3734 | 13.7054 | 14.4425 | 14.8116 | 14.8893 | 15.1090 | 15.4757 | 15.8471 | 16.2302 | 16.4390 |
| 7 | 13.3734 | 13.7054 | 14.4425 | 14.8116 | 14.8893 | 15.1090 | 15.4757 | 15.8471 | 16.2302 | 16.4390 |
| 8 | 13.4715 | 13.8063 | 14.5510 | 14.9238 | 15.0021 | 15.2250 | 15.5958 | 15.9712 | 16.3576 | 16.5694 |
| 9 | 13.4715 | 13.8063 | 14.5510 | 14.9238 | 15.0021 | 15.2250 | 15.5958 | 15.9712 | 16.3576 | 16.5694 |
| 10 | 13.5690 | 13.9072 | 14.6595 | 15.0357 | 15.1153 | 15.3418 | 15.7163 | 16.0943 | 16.4852 | 16.6993 |
| 11 | 13.5690 | 13.9072 | 14.6595 | 15.0357 | 15.1153 | 15.3418 | 15.7163 | 16.0943 | 16.4852 | 16.6993 |
| 12 | 13.6667 | 14.0084 | 14.7676 | 15.1480 | 15.2282 | 15.4582 | 15.8359 | 16.2186 | 16.6133 | 16.8296 |
| 13 | 13.6667 | 14.0084 | 14.7676 | 15.1480 | 15.2282 | 15.4582 | 15.8359 | 16.2186 | 16.6133 | 16.8296 |
| 14 | 13.7645 | 14.1093 | 14.8760 | 15.2605 | 15.3413 | 15.5749 | 15.9567 | 16.3423 | 16.7412 | 16.9595 |
| 15 | 13.7645 | 14.1093 | 14.8760 | 15.2605 | 15.3413 | 15.5749 | 15.9567 | 16.3423 | 16.7412 | 16.9595 |
| 16 | 13.8622 | 14.2103 | 14.9846 | 15.3722 | 15.4541 | 15.6914 | 16.0772 | 16.4669 | 16.8690 | 17.0902 |
| 17 | 13.8622 | 14.2103 | 14.9846 | 15.3722 | 15.4541 | 15.6914 | 16.0772 | 16.4669 | 16.8690 | 17.0902 |
| 18 | 13.9595 | 14.3113 | 15.0933 | 15.4845 | 15.5673 | 15.8080 | 16.1972 | 16.5906 | 16.9974 | 17.2199 |
| 19 | 13.9595 | 14.3113 | 15.0933 | 15.4845 | 15.5673 | 15.8080 | 16.1972 | 16.5906 | 16.9974 | 17.2199 |
| 20 | 14.0579 | 14.4124 | 15.2018 | 15.5968 | 15.6802 | 15.9242 | 16.3178 | 16.7146 | 17.1248 | 17.3499 |
| 21 | 14.0579 | 14.4124 | 15.2018 | 15.5968 | 15.6802 | 15.9242 | 16.3178 | 16.7146 | 17.1248 | 17.3499 |
| 22 | 14.1552 | 14.5130 | 15.3101 | 15.7084 | 15.7935 | 16.0414 | 16.4380 | 16.8389 | 17.2529 | 17.4800 |
| 23 | 14.1552 | 14.5130 | 15.3101 | 15.7084 | 15.7935 | 16.0414 | 16.4380 | 16.8389 | 17.2529 | 17.4800 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 24 | 14.2528 | 14.6142 | 15.4185 | 15.8213 | 15.9062 | 16.1579 | 16.5580 | 16.9626 | 17.3807 | 17.6102 |
| 25 | 14.2528 | 14.6142 | 15.4185 | 15.8213 | 15.9062 | 16.1579 | 16.5580 | 16.9626 | 17.3807 | 17.6102 |
| 26 | 14.3506 | 14.7150 | 15.5271 | 15.9334 | 16.0192 | 16.2741 | 16.6785 | 17.0867 | 17.5081 | 17.7399 |
| 27 | 14.3506 | 14.7150 | 15.5271 | 15.9334 | 16.0192 | 16.2741 | 16.6785 | 17.0867 | 17.5081 | 17.7399 |
| 28 | 14.4485 | 14.8163 | 15.6356 | 16.0449 | 16.1322 | 16.3906 | 16.7982 | 17.2107 | 17.6362 | 17.8703 |
| 29 | 14.5948 | 14.9681 | 15.7987 | 16.2133 | 16.3017 | 16.5662 | 16.9782 | 17.3968 | 17.8284 | 18.0660 |

## 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 |