

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/01/2022 (Dernière actualisation de la page 13/06/2022)

Augmentation de 0,4% au 1/2022 pour les membres du personnel actifs (Sauf étudiants).

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
OA	13.6 265	13.9 115	14.5 049	14.7 900	15.3 831	15.6 680	16.1 429	16.4 280	16.9 023	17.1 873	17.4 720
OB	13.6 265	13.9 115	14.5 049	14.7 900	15.3 831	15.6 680	16.1 429	16.4 280	16.9 023	17.1 873	17.4 720
1	13.6 265	13.9 115	14.5 049	14.7 900	15.3 831	15.6 680	16.1 429	16.4 280	16.9 023	17.1 873	17.4 720
2	13.6 265	13.9 115	14.5 049	14.7 900	15.3 831	15.6 680	16.1 429	16.4 280	16.9 023	17.1 873	17.4 720
3	13.6 265	13.9 115	14.5 049	14.7 900	15.3 831	15.6 680	16.1 429	16.4 280	16.9 023	17.1 873	17.4 720
4	13.7 547	14.0 428	14.6 425	14.9 308	15.5 307	15.8 189	16.2 987	16.5 864	17.0 669	17.3 545	17.6 421
5	13.7 547	14.0 428	14.6 425	14.9 308	15.5 307	15.8 189	16.2 987	16.5 864	17.0 669	17.3 545	17.6 421
6	14.0 114	14.3 056	14.9 185	15.2 126	15.8 256	16.1 196	16.6 097	16.9 044	17.3 946	17.6 885	17.9 824
7	14.0 114	14.3 056	14.9 185	15.2 126	15.8 256	16.1 196	16.6 097	16.9 044	17.3 946	17.6 885	17.9 824
8	14.2 680	14.5 680	15.1 939	15.4 948	16.1 203	16.4 208	16.9 215	17.2 216	17.7 225	18.0 231	18.3 234
9	14.2 680	14.5 680	15.1 939	15.4 948	16.1 203	16.4 208	16.9 215	17.2 216	17.7 225	18.0 231	18.3 234
10	14.5 247	14.8 316	15.4 699	15.7 766	16.4 153	16.7 220	17.2 333	17.5 393	18.0 506	18.3 572	18.6 638
11	14.5 247	14.8 316	15.4 699	15.7 766	16.4 153	16.7 220	17.2 333	17.5 393	18.0 506	18.3 572	18.6 638
12	14.6 603	14.9 700	15.6 160	15.9 256	16.5 716	16.8 813	17.3 980	17.7 073	18.2 242	18.5 343	18.8 443
13	14.6 603	14.9 700	15.6 160	15.9 256	16.5 716	16.8 813	17.3 980	17.7 073	18.2 242	18.5 343	18.8 443

14	14.7 965	15.1 095	15.7 617	16.0 748	16.7 276	17.0 410	17.5 628	17.8 759	18.3 982	18.7 111	19.0 245
15	14.7 965	15.1 095	15.7 617	16.0 748	16.7 276	17.0 410	17.5 628	17.8 759	18.3 982	18.7 111	19.0 245
16	14.9 319	15.2 490	15.9 083	16.2 242	16.8 840	17.2 001	17.7 276	18.0 442	18.5 715	18.8 884	19.2 049
17	14.9 319	15.2 490	15.9 083	16.2 242	16.8 840	17.2 001	17.7 276	18.0 442	18.5 715	18.8 884	19.2 049
18	15.0 680	15.3 878	16.0 541	16.3 742	17.0 404	17.3 599	17.8 924	18.2 123	18.7 454	19.0 651	19.3 847
19	15.0 680	15.3 878	16.0 541	16.3 742	17.0 404	17.3 599	17.8 924	18.2 123	18.7 454	19.0 651	19.3 847
20	15.2 041	15.5 270	16.2 003	16.5 233	17.1 963	17.5 191	18.0 583	18.3 812	18.9 194	19.2 421	19.5 649
21	15.2 041	15.5 270	16.2 003	16.5 233	17.1 963	17.5 191	18.0 583	18.3 812	18.9 194	19.2 421	19.5 649
22	15.3 400	15.6 665	16.3 461	16.6 726	17.3 528	17.6 784	18.2 231	18.5 495	19.0 929	19.4 194	19.7 460
23	15.3 400	15.6 665	16.3 461	16.6 726	17.3 528	17.6 784	18.2 231	18.5 495	19.0 929	19.4 194	19.7 460
24	15.4 759	15.8 058	16.4 926	16.8 218	17.5 087	17.8 382	18.3 876	18.7 177	19.2 668	19.5 967	19.9 264
25	15.4 759	15.8 058	16.4 926	16.8 218	17.5 087	17.8 382	18.3 876	18.7 177	19.2 668	19.5 967	19.9 264
26	15.6 118	15.9 450	16.6 386	16.9 718	17.6 649	17.9 979	18.5 525	18.8 856	19.4 408	19.7 735	20.1 064
27	15.6 118	15.9 450	16.6 386	16.9 718	17.6 649	17.9 979	18.5 525	18.8 856	19.4 408	19.7 735	20.1 064
28	15.7 475	16.0 842	16.7 843	17.1 209	17.8 212	18.1 574	18.7 179	19.0 542	19.6 143	19.9 507	20.2 870
29	15.8 835	16.2 231	16.9 303	17.2 704	17.9 772	18.3 172	18.8 835	19.2 219	19.7 880	20.1 273	20.4 669

1.2. : PARTIE 2

Ancie nneté	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	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
0B	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
1	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
2	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
3	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
4	13.59 58	13.93 22	14.67 94	15.05 31	15.13 19	15.35 31	15.72 50	16.10 13	16.48 98	16.70 23

5	13.59 58	13.93 22	14.67 94	15.05 31	15.13 19	15.35 31	15.72 50	16.10 13	16.48 98	16.70 23
6	13.69 55	14.03 54	14.79 03	15.16 82	15.24 78	15.47 28	15.84 83	16.22 87	16.62 10	16.83 49
7	13.69 55	14.03 54	14.79 03	15.16 82	15.24 78	15.47 28	15.84 83	16.22 87	16.62 10	16.83 49
8	13.79 59	14.13 87	14.90 14	15.28 32	15.36 33	15.59 16	15.97 13	16.35 58	16.75 15	16.96 84
9	13.79 59	14.13 87	14.90 14	15.28 32	15.36 33	15.59 16	15.97 13	16.35 58	16.75 15	16.96 84
10	13.89 58	14.24 20	15.01 25	15.39 77	15.47 93	15.71 12	16.09 47	16.48 19	16.88 22	17.10 14
11	13.89 58	14.24 20	15.01 25	15.39 77	15.47 93	15.71 12	16.09 47	16.48 19	16.88 22	17.10 14
12	13.99 58	14.34 58	15.12 33	15.51 28	15.59 49	15.83 05	16.21 72	16.60 92	17.01 34	17.23 49
13	13.99 58	14.34 58	15.12 33	15.51 28	15.59 49	15.83 05	16.21 72	16.60 92	17.01 34	17.23 49
14	14.09 60	14.44 91	15.23 42	15.62 80	15.71 07	15.94 99	16.34 09	16.73 58	17.14 43	17.36 79
15	14.09 60	14.44 91	15.23 42	15.62 80	15.71 07	15.94 99	16.34 09	16.73 58	17.14 43	17.36 79
16	14.19 60	14.55 25	15.34 54	15.74 23	15.82 63	16.06 92	16.46 43	16.86 34	17.27 52	17.50 17
17	14.19 60	14.55 25	15.34 54	15.74 23	15.82 63	16.06 92	16.46 43	16.86 34	17.27 52	17.50 17
18	14.29 57	14.65 59	15.45 68	15.85 74	15.94 21	16.18 87	16.58 72	16.99 01	17.40 66	17.63 46
19	14.29 57	14.65 59	15.45 68	15.85 74	15.94 21	16.18 87	16.58 72	16.99 01	17.40 66	17.63 46
20	14.39 65	14.75 94	15.56 78	15.97 23	16.05 78	16.30 77	16.71 08	17.11 71	17.53 72	17.76 77
21	14.39 65	14.75 94	15.56 78	15.97 23	16.05 78	16.30 77	16.71 08	17.11 71	17.53 72	17.76 77
22	14.49 61	14.86 25	15.67 88	16.08 67	16.17 38	16.42 76	16.83 39	17.24 44	17.66 84	17.90 09
23	14.49 61	14.86 25	15.67 88	16.08 67	16.17 38	16.42 76	16.83 39	17.24 44	17.66 84	17.90 09
24	14.59 61	14.96 61	15.78 98	16.20 23	16.28 92	16.54 70	16.95 68	17.37 11	17.79 92	18.03 42
25	14.59 61	14.96 61	15.78 98	16.20 23	16.28 92	16.54 70	16.95 68	17.37 11	17.79 92	18.03 42
26	14.69 62	15.06 93	15.90 10	16.31 71	16.40 50	16.66 60	17.08 01	17.49 81	17.92 97	18.16 71
27	14.69 62	15.06 93	15.90 10	16.31 71	16.40 50	16.66 60	17.08 01	17.49 81	17.92 97	18.16 71
28	14.79 65	15.17 31	16.01 21	16.43 13	16.52 06	16.78 53	17.20 27	17.62 51	18.06 09	18.30 06
29	14.94 62	15.32 86	16.17 92	16.60 38	16.69 42	16.96 51	17.38 71	17.81 57	18.25 77	18.50 10

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	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
0B	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
1	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
2	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
3	13.52 02	13.85 48	14.59 61	14.96 72	15.04 53	15.26 33	15.63 25	16.00 66	16.39 14	16.60 19
4	13.59 58	13.93 22	14.67 94	15.05 31	15.13 19	15.35 31	15.72 50	16.10 13	16.48 98	16.70 23
5	13.59 58	13.93 22	14.67 94	15.05 31	15.13 19	15.35 31	15.72 50	16.10 13	16.48 98	16.70 23
6	13.69 55	14.03 54	14.79 03	15.16 82	15.24 78	15.47 28	15.84 83	16.22 87	16.62 10	16.83 49
7	13.69 55	14.03 54	14.79 03	15.16 82	15.24 78	15.47 28	15.84 83	16.22 87	16.62 10	16.83 49
8	13.79 59	14.13 87	14.90 14	15.28 32	15.36 33	15.59 16	15.97 13	16.35 58	16.75 15	16.96 84
9	13.79 59	14.13 87	14.90 14	15.28 32	15.36 33	15.59 16	15.97 13	16.35 58	16.75 15	16.96 84
10	13.89 58	14.24 20	15.01 25	15.39 77	15.47 93	15.71 12	16.09 47	16.48 19	16.88 22	17.10 14
11	13.89 58	14.24 20	15.01 25	15.39 77	15.47 93	15.71 12	16.09 47	16.48 19	16.88 22	17.10 14
12	13.99 58	14.34 58	15.12 33	15.51 28	15.59 49	15.83 05	16.21 72	16.60 92	17.01 34	17.23 49
13	13.99 58	14.34 58	15.12 33	15.51 28	15.59 49	15.83 05	16.21 72	16.60 92	17.01 34	17.23 49
14	14.09 60	14.44 91	15.23 42	15.62 80	15.71 07	15.94 99	16.34 09	16.73 58	17.14 43	17.36 79
15	14.09 60	14.44 91	15.23 42	15.62 80	15.71 07	15.94 99	16.34 09	16.73 58	17.14 43	17.36 79
16	14.19 60	14.55 25	15.34 54	15.74 23	15.82 63	16.06 92	16.46 43	16.86 34	17.27 52	17.50 17
17	14.19 60	14.55 25	15.34 54	15.74 23	15.82 63	16.06 92	16.46 43	16.86 34	17.27 52	17.50 17
18	14.29 57	14.65 59	15.45 68	15.85 74	15.94 21	16.18 87	16.58 72	16.99 01	17.40 66	17.63 46
19	14.29 57	14.65 59	15.45 68	15.85 74	15.94 21	16.18 87	16.58 72	16.99 01	17.40 66	17.63 46
20	14.39 65	14.75 94	15.56 78	15.97 23	16.05 78	16.30 77	16.71 08	17.11 71	17.53 72	17.76 77
21	14.39 65	14.75 94	15.56 78	15.97 23	16.05 78	16.30 77	16.71 08	17.11 71	17.53 72	17.76 77
22	14.49 61	14.86 25	15.67 88	16.08 67	16.17 38	16.42 76	16.83 39	17.24 44	17.66 84	17.90 09
23	14.49 61	14.86 25	15.67 88	16.08 67	16.17 38	16.42 76	16.83 39	17.24 44	17.66 84	17.90 09

24	14.59 61	14.96 61	15.78 98	16.20 23	16.28 92	16.54 70	16.95 68	17.37 11	17.79 92	18.03 42
25	14.59 61	14.96 61	15.78 98	16.20 23	16.28 92	16.54 70	16.95 68	17.37 11	17.79 92	18.03 42
26	14.69 62	15.06 93	15.90 10	16.31 71	16.40 50	16.66 60	17.08 01	17.49 81	17.92 97	18.16 71
27	14.69 62	15.06 93	15.90 10	16.31 71	16.40 50	16.66 60	17.08 01	17.49 81	17.92 97	18.16 71
28	14.79 65	15.17 31	16.01 21	16.43 13	16.52 06	16.78 53	17.20 27	17.62 51	18.06 09	18.30 06
29	14.94 62	15.32 86	16.17 92	16.60 38	16.69 42	16.96 51	17.38 71	17.81 57	18.25 77	18.50 10

2. : Etudiants ouvriers

Age	
21	12.6928
20	9.7878
19	9.1630
18	8.5383
17	7.9135
16	7.2888
15	7.2888

3. : Etudiants employés

Age	
21	2035.05
20	1569.29
19	1469.12
18	1368.96
17	1268.79
16	1168.62
15	1168.62