

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3290104: integratiecentra

Inwerkingtreding 01/03/2012 (Laatst bewerkt 09/02/2015)

Deze barema's zijn van toepassing op de werkgevers en de werknemers van de socio-culturele sector - sector door de Vlaamse overheid erkende en gesubsidieerde integratiecentra en door de Vlaamse overheid erkende en gesubsidieerde instituten en instellingen van het maatschappelijk opbouwwerk.

## 1. UURSTELSEL (op weekbasis): 38u

### 1.1. : Baremastructuur (1)

| ANCIEN<br>NITEIT<br>(Aantal<br>jaren) | BAREMA (Maandbedrag)                              |                                                   |                                                   |                                                   |                                                   |                                                   |
|---------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
|                                       | B1c                                               | B1b                                               | B1a                                               | L1                                                | B3                                                | B2b                                               |
|                                       | Beginleef<br>tijd :<br><br>Mini<br>mum 21<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 21<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 21<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 22<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 18<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 20<br>jaar |
| 0                                     | 2096.05                                           | 2358.36                                           | 2594.07                                           | 2707.41                                           | 1656.36                                           | 1772.95                                           |
| 1                                     | 2135.98                                           | 2398.29                                           | 2634.00                                           | 2788.51                                           | 1712.08                                           | 1807.14                                           |
| 2                                     | 2197.32                                           | 2438.21                                           | 2673.88                                           | 2869.65                                           | 1778.97                                           | 1845.91                                           |
| 3                                     | 2280.10                                           | 2478.09                                           | 2713.80                                           | 2950.79                                           | 1846.21                                           | 1915.46                                           |
| 4                                     | 2362.40                                           | 2529.08                                           | 2713.80                                           | 3049.16                                           | 1912.87                                           | 1984.59                                           |
| 5                                     | 2363.24                                           | 2546.52                                           | 2782.23                                           | 3173.79                                           | 1913.90                                           | 1985.01                                           |
| 6                                     | 2480.54                                           | 2655.43                                           | 2782.23                                           | 3173.79                                           | 2008.92                                           | 2083.57                                           |
| 7                                     | 2481.38                                           | 2656.27                                           | 2850.65                                           | 3298.37                                           | 2009.95                                           | 2084.36                                           |
| 8                                     | 2598.68                                           | 2781.78                                           | 2913.16                                           | 3298.37                                           | 2104.96                                           | 2182.89                                           |
| 9                                     | 2599.77                                           | 2782.62                                           | 2919.07                                           | 3422.96                                           | 2105.99                                           | 2183.96                                           |
| 10                                    | 2717.07                                           | 2908.13                                           | 3045.37                                           | 3431.37                                           | 2201.01                                           | 2282.49                                           |
| 11                                    | 2718.35                                           | 2908.97                                           | 3046.21                                           | 3547.54                                           | 2202.04                                           | 2283.56                                           |
| 12                                    | 2835.65                                           | 3034.48                                           | 3177.58                                           | 3583.83                                           | 2297.06                                           | 2382.10                                           |
| 13                                    | 2836.92                                           | 3035.44                                           | 3178.42                                           | 3672.12                                           | 2298.09                                           | 2383.17                                           |
| 14                                    | 2954.22                                           | 3160.95                                           | 3309.80                                           | 3736.29                                           | 2393.10                                           | 2481.70                                           |
| 15                                    | 2955.50                                           | 3162.32                                           | 3310.63                                           | 3796.71                                           | 2394.13                                           | 2482.77                                           |
| 16                                    | 3072.80                                           | 3287.83                                           | 3442.01                                           | 3888.74                                           | 2489.15                                           | 2581.31                                           |
| 17                                    | 3074.07                                           | 3289.19                                           | 3442.85                                           | 3921.33                                           | 2490.18                                           | 2582.37                                           |
| 18                                    | 3191.38                                           | 3414.70                                           | 3575.42                                           | 4041.20                                           | 2585.19                                           | 2680.91                                           |
| 19                                    | 3192.65                                           | 3416.07                                           | 3576.26                                           | 4045.92                                           | 2586.23                                           | 2681.98                                           |
| 20                                    | 3309.95                                           | 3541.58                                           | 3707.64                                           | 4193.66                                           | 2681.24                                           | 2780.51                                           |
| 21                                    | 3311.23                                           | 3542.95                                           | 3708.47                                           | 4197.14                                           | 2682.28                                           | 2781.58                                           |
| 22                                    | 3428.53                                           | 3668.46                                           | 3839.85                                           | 4346.12                                           | 2777.29                                           | 2880.12                                           |
| 23                                    | 3547.11                                           | 3795.34                                           | 3972.64                                           | 4498.57                                           | 2873.34                                           | 2979.72                                           |
| 24                                    | 3664.41                                           | 3920.85                                           | 4104.02                                           | 4647.54                                           | 2968.35                                           | 3078.25                                           |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 25 | 3665.68 | 3922.21 | 4105.45 | 4647.54 | 2969.38 | 3079.32 |
| 26 | 3665.68 | 3922.21 | 4105.45 | 4647.54 | 2969.38 | 3079.32 |
| 27 | 3666.95 | 3923.57 | 4106.87 | 4647.54 | 2970.42 | 3080.40 |

## 1.2. : Baremastructuur (2)

| ANCIEN<br>NITEIT<br>(Aantal<br>jaren) | BAREMA (Maandbedrag)                              |                                                   |                                                   |                                                   |                                                   |                                                   |
|---------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
|                                       | B2a                                               | MV2                                               | L4                                                | A3                                                | A2                                                | A1                                                |
|                                       | Beginleef<br>tijd :<br><br>Mini<br>mum 20<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 21<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 18<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 18<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 20<br>jaar | Beginleef<br>tijd :<br><br>Mini<br>mum 21<br>jaar |
| 0                                     | 1841.37                                           | 1943.98                                           | 1549.20                                           | 1624.96                                           | 1765.39                                           | 2070.44                                           |
| 1                                     | 1869.87                                           | 2008.18                                           | 1569.69                                           | 1691.63                                           | 1837.82                                           | 2109.88                                           |
| 2                                     | 1933.44                                           | 2086.78                                           | 1590.15                                           | 1758.29                                           | 1910.24                                           | 2170.73                                           |
| 3                                     | 2006.21                                           | 2165.39                                           | 1610.64                                           | 1824.96                                           | 1982.67                                           | 2253.03                                           |
| 4                                     | 2078.64                                           | 2243.57                                           | 1634.73                                           | 1891.62                                           | 2055.09                                           | 2335.33                                           |
| 5                                     | 2079.22                                           | 2244.54                                           | 1652.51                                           | 1891.62                                           | 2055.09                                           | 2335.33                                           |
| 6                                     | 2182.44                                           | 2355.97                                           | 1716.84                                           | 1986.63                                           | 2158.32                                           | 2452.63                                           |
| 7                                     | 2183.56                                           | 2357.18                                           | 1728.75                                           | 1986.63                                           | 2158.32                                           | 2582.99                                           |
| 8                                     | 2286.79                                           | 2468.62                                           | 1798.95                                           | 2081.65                                           | 2261.54                                           | 2582.99                                           |
| 9                                     | 2287.91                                           | 2471.02                                           | 1805.00                                           | 2081.65                                           | 2261.54                                           | 2650.62                                           |
| 10                                    | 2391.14                                           | 2582.46                                           | 1881.06                                           | 2176.66                                           | 2364.77                                           | 2687.23                                           |
| 11                                    | 2392.26                                           | 2583.29                                           | 1881.27                                           | 2176.66                                           | 2364.77                                           | 2718.21                                           |
| 12                                    | 2495.47                                           | 2694.73                                           | 1963.17                                           | 2271.67                                           | 2467.99                                           | 2804.54                                           |
| 13                                    | 2496.61                                           | 2695.56                                           | 1963.17                                           | 2271.67                                           | 2467.99                                           | 2804.54                                           |
| 14                                    | 2599.83                                           | 2807.00                                           | 2045.29                                           | 2366.69                                           | 2571.22                                           | 2921.84                                           |
| 15                                    | 2600.95                                           | 2807.84                                           | 2045.29                                           | 2366.69                                           | 2571.22                                           | 2921.84                                           |
| 16                                    | 2704.18                                           | 2919.27                                           | 2127.40                                           | 2461.70                                           | 2674.44                                           | 3086.21                                           |
| 17                                    | 2705.30                                           | 2920.42                                           | 2127.40                                           | 2461.70                                           | 2674.44                                           | 3153.80                                           |
| 18                                    | 2808.53                                           | 3031.85                                           | 2209.51                                           | 2556.72                                           | 2777.67                                           | 3250.57                                           |
| 19                                    | 2809.65                                           | 3033.07                                           | 2209.51                                           | 2556.72                                           | 2777.67                                           | 3318.16                                           |
| 20                                    | 2912.87                                           | 3144.50                                           | 2291.62                                           | 2651.73                                           | 2880.89                                           | 3318.16                                           |
| 21                                    | 2914.00                                           | 3145.71                                           | 2291.62                                           | 2651.73                                           | 2880.89                                           | 3385.75                                           |
| 22                                    | 3017.22                                           | 3257.15                                           | 2373.73                                           | 2746.75                                           | 2984.12                                           | 3391.04                                           |
| 23                                    | 3121.57                                           | 3369.80                                           | 2455.84                                           | 2841.76                                           | 3087.34                                           | 3508.34                                           |
| 24                                    | 3224.79                                           | 3481.23                                           | 2537.95                                           | 2936.77                                           | 3190.57                                           | 3625.65                                           |
| 25                                    | 3225.91                                           | 3482.44                                           | 2537.95                                           | 2936.77                                           | 3190.57                                           | 3625.65                                           |
| 26                                    | 3225.91                                           | 3482.44                                           | 2537.95                                           | 2936.77                                           | 3190.57                                           | 3625.65                                           |
| 27                                    | 3227.04                                           | 3483.65                                           | 2537.95                                           | 2936.77                                           | 3190.57                                           | 3625.65                                           |