

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3120000: warenhuizen

Inwerkingtreding 01/09/2008 (Laatst bewerkt 10/02/2015)

De lonen van het personeel dat tewerkgesteld is met een onvolledige dienstbetrekking worden berekend volgens één van de twee hiernavolgende formules:

a) uurloon :

loonschaalbedrag van de categorie / 151,66

b) maandloon :

loonschaalbedrag van de categorie x aantal maande-lijkse arbeidsuren / 151, 66

## 1. LOONSCHALEN: Bedienden

Maandlonen

De bediende die naar een hogere categorie overgaat, geniet integraal de loonschaal van de categorie waarin hij wordt ondergebracht met ingang van de datum van zijn bevordering, rekening houdend met de normale aanvangsleeftijd van deze categorie.

In geval van onmiddellijke bevordering van een basisbediende van de zelfbediening, zoals is bepaald in artikel 11 van de collectieve arbeidsovereenkomst van 5 november 2002 betreffende de functieclassificatie, tot een functie van de vijfde categorie, gebeurt de overgang naar de loonschaal van de vijfde categorie als volgt : onmiddellijke toekenning van 50 pct. van het verschil tussen het vorige loonschaalniveau van de betrokkene en het nieuwe loonschaalniveau van de vijfde categorie; het toekennen van de overige 50 pct. wordt gespreid over vier jaar.

### 1.1. : Ondergeschikte bedienden

#### 1.1.1. : Categorie 1

Aanvangsleeftijd voor categorie 1 : 21 jaar

##### 1.1.1.1. LEEFTIJD: 21 jaar of meer

##### 1.1.1.1.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 1447.40                 | 1459.24 | 1471.13 | 1483.29 | 1495.22 |
| 1                   | 1453.22                 | 1465.18 | 1477.32 | 1489.06 | 1501.12 |
| 2                   | 1459.24                 | 1471.13 | 1483.29 | 1495.22 | 1506.99 |
| 3                   | 1465.18                 | 1477.32 | 1489.06 | 1501.12 | 1512.91 |
| 4                   | 1471.13                 | 1483.29 | 1495.22 | 1506.99 | 1518.91 |
| 5                   | 1477.32                 | 1489.06 | 1501.12 | 1512.91 | 1524.84 |
| 6                   | 1483.29                 | 1495.22 | 1506.99 | 1518.91 | 1531.02 |
| 7                   | 1489.06                 | 1501.12 | 1512.91 | 1524.84 | 1532.16 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 8  | 1495.22 | 1506.99 | 1518.91 | 1531.02 | 1532.16 |
| 9  | 1501.12 | 1512.91 | 1524.84 | 1532.16 | 1532.16 |
| 10 | 1506.99 | 1518.91 | 1531.02 | 1532.16 | 1532.16 |
| 11 | 1512.91 | 1524.84 | 1532.16 | 1532.16 | 1534.82 |
| 12 | 1518.91 | 1531.02 | 1532.16 | 1532.16 | 1540.27 |
| 13 | 1524.84 | 1532.16 | 1532.16 | 1534.82 | 1545.57 |
| 14 | 1531.02 | 1532.16 | 1532.16 | 1540.27 | 1550.75 |
| 15 | 1532.16 | 1532.16 | 1534.82 | 1545.57 | 1556.01 |
| 16 | 1532.16 | 1532.16 | 1540.27 | 1550.75 | 1561.42 |
| 17 | 1532.16 | 1534.82 | 1545.57 | 1556.01 |         |
| 18 | 1532.16 | 1540.27 | 1550.75 |         |         |
| 19 | 1534.82 | 1545.57 |         |         |         |
| 20 | 1540.27 |         |         |         |         |

#### 1.1.1.1.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 1506.99                 | 1518.91 | 1531.02 | 1532.16 | 1532.16 | 1540.27 |
| 1                          | 1512.91                 | 1524.84 | 1532.16 | 1532.16 | 1534.82 | 1545.57 |
| 2                          | 1518.91                 | 1531.02 | 1532.16 | 1532.16 | 1540.27 | 1550.75 |
| 3                          | 1524.84                 | 1532.16 | 1532.16 | 1534.82 | 1545.57 | 1556.01 |
| 4                          | 1531.02                 | 1532.16 | 1532.16 | 1540.27 | 1550.75 | 1561.42 |
| 5                          | 1532.16                 | 1532.16 | 1534.82 | 1545.57 | 1556.01 | 1566.58 |
| 6                          | 1532.16                 | 1532.16 | 1540.27 | 1550.75 | 1561.42 | 1571.90 |
| 7                          | 1532.16                 | 1534.82 | 1545.57 | 1556.01 | 1566.58 | 1577.23 |
| 8                          | 1532.16                 | 1540.27 | 1550.75 | 1561.42 | 1571.90 | 1582.57 |
| 9                          | 1534.82                 | 1545.57 | 1556.01 | 1566.58 | 1577.23 | 1587.83 |
| 10                         | 1540.27                 | 1550.75 | 1561.42 | 1571.90 | 1582.57 | 1593.25 |
| 11                         | 1545.57                 | 1556.01 | 1566.58 | 1577.23 | 1587.83 |         |
| 12                         | 1550.75                 | 1561.42 | 1571.90 | 1582.57 |         |         |
| 13                         | 1556.01                 | 1566.58 | 1577.23 |         |         |         |
| 14                         | 1561.42                 | 1571.90 |         |         |         |         |
| 15                         | 1566.58                 |         |         |         |         |         |

#### 1.1.1.1.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 1550.75                 | 1561.42 | 1571.90 | 1582.57 | 1593.25 | 1603.89 |
| 1                          | 1556.01                 | 1566.58 | 1577.23 | 1587.83 | 1598.55 | 1609.06 |
| 2                          | 1561.42                 | 1571.90 | 1582.57 | 1593.25 | 1603.89 | 1614.47 |
| 3                          | 1566.58                 | 1577.23 | 1587.83 | 1598.55 | 1609.06 | 1619.92 |
| 4                          | 1571.90                 | 1582.57 | 1593.25 | 1603.89 | 1614.47 | 1624.92 |
| 5                          | 1577.23                 | 1587.83 | 1598.55 | 1609.06 | 1619.92 |         |
| 6                          | 1582.57                 | 1593.25 | 1603.89 | 1614.47 |         |         |
| 7                          | 1587.83                 | 1598.55 | 1609.06 |         |         |         |
| 8                          | 1593.25                 | 1603.89 |         |         |         |         |

|   |         |  |  |  |  |  |
|---|---------|--|--|--|--|--|
| 9 | 1598.55 |  |  |  |  |  |
|---|---------|--|--|--|--|--|

#### 1.1.1.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 1614.47                 | 1624.92 | 1635.65 | 1646.20 | 1656.93 | 1667.45 |
| 1                   | 1619.92                 | 1630.49 | 1640.98 |         |         |         |
| 2                   | 1624.92                 | 1635.65 |         |         |         |         |
| 3                   | 1630.49                 |         |         |         |         |         |

#### 1.1.1.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1447.40 |
| 19 jaar  | 1400.32 |
| 18 jaar  | 1353.77 |
| 17 jaar  | 1307.03 |
| 16 jaar  | 1260.57 |

#### 1.1.2. : Categorie 2

Aanvangsleeftijd voor categorie 2 : 21 jaar

De andere bedienden dan de bedienden van de zelfbediening en dan de verkoopbedienden van de warenhuizen en die meer dan zes maanden ervaring hebben in de onderneming in een functie van de tweede categorie, genieten de minimum loonschaal van de bedienden van de derde categorie, maar met een opklimming op grond van de anciënniteit die ophoudt bij het bedrag voor de leeftijd van 21 jaar.

De opklimming op grond van de anciënniteit wordt gebracht op 22 jaar, volgens de modaliteiten hierboven vastgesteld.

#### 1.1.2.1. LEEFTIJD: 21 jaar of meer

##### 1.1.2.1.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 1528.01                 | 1532.16 | 1536.65 | 1552.46 | 1567.84 |
| 1                   | 1532.16                 | 1532.16 | 1544.48 | 1560.06 | 1575.29 |
| 2                   | 1532.16                 | 1536.65 | 1552.46 | 1567.84 | 1583.20 |
| 3                   | 1532.16                 | 1544.48 | 1560.06 | 1575.29 | 1590.98 |
| 4                   | 1536.65                 | 1552.46 | 1567.84 | 1583.20 | 1598.62 |
| 5                   | 1544.48                 | 1560.06 | 1575.29 | 1590.98 | 1606.36 |
| 6                   | 1552.46                 | 1567.84 | 1583.20 | 1598.62 | 1614.16 |
| 7                   | 1560.06                 | 1575.29 | 1590.98 | 1606.36 | 1621.86 |
| 8                   | 1567.84                 | 1583.20 | 1598.62 | 1614.16 | 1629.60 |
| 9                   | 1575.29                 | 1590.98 | 1606.36 | 1621.86 | 1637.40 |
| 10                  | 1583.20                 | 1598.62 | 1614.16 | 1629.60 | 1645.15 |
| 11                  | 1590.98                 | 1606.36 | 1621.86 | 1637.40 | 1652.89 |
| 12                  | 1598.62                 | 1614.16 | 1629.60 | 1645.15 | 1660.56 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 13 | 1606.36 | 1621.86 | 1637.40 | 1652.89 | 1668.58 |
| 14 | 1614.16 | 1629.60 | 1645.15 | 1660.56 | 1675.89 |
| 15 | 1621.86 | 1637.40 | 1652.89 | 1668.58 | 1683.64 |
| 16 | 1629.60 | 1645.15 | 1660.56 | 1675.89 | 1691.53 |
| 17 | 1637.40 | 1652.89 | 1668.58 | 1683.64 |         |
| 18 | 1645.15 | 1660.56 | 1675.89 |         |         |
| 19 | 1652.89 | 1668.58 |         |         |         |
| 20 | 1660.56 |         |         |         |         |

#### 1.1.2.1.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 1583.20                 | 1598.62 | 1614.16 | 1629.60 | 1645.15 | 1660.56 |
| 1                   | 1590.98                 | 1606.36 | 1621.86 | 1637.40 | 1652.89 | 1668.58 |
| 2                   | 1598.62                 | 1614.16 | 1629.60 | 1645.15 | 1660.56 | 1675.89 |
| 3                   | 1606.36                 | 1621.86 | 1637.40 | 1652.89 | 1668.58 | 1683.64 |
| 4                   | 1614.16                 | 1629.60 | 1645.15 | 1660.56 | 1675.89 | 1691.53 |
| 5                   | 1621.86                 | 1637.40 | 1652.89 | 1668.58 | 1683.64 | 1699.30 |
| 6                   | 1629.60                 | 1645.15 | 1660.56 | 1675.89 | 1691.53 | 1706.84 |
| 7                   | 1637.40                 | 1652.89 | 1668.58 | 1683.64 | 1699.30 | 1714.62 |
| 8                   | 1645.15                 | 1660.56 | 1675.89 | 1691.53 | 1706.84 | 1722.54 |
| 9                   | 1652.89                 | 1668.58 | 1683.64 | 1699.30 | 1714.62 | 1730.18 |
| 10                  | 1660.56                 | 1675.89 | 1691.53 | 1706.84 | 1722.54 | 1737.82 |
| 11                  | 1668.58                 | 1683.64 | 1699.30 | 1714.62 | 1730.18 |         |
| 12                  | 1675.89                 | 1691.53 | 1706.84 | 1722.54 |         |         |
| 13                  | 1683.64                 | 1699.30 | 1714.62 |         |         |         |
| 14                  | 1691.53                 | 1706.84 |         |         |         |         |
| 15                  | 1699.30                 |         |         |         |         |         |

#### 1.1.2.1.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 1675.89                 | 1691.53 | 1706.84 | 1722.54 | 1737.82 | 1753.61 |
| 1                   | 1683.64                 | 1699.30 | 1714.62 | 1730.18 | 1745.54 | 1761.09 |
| 2                   | 1691.53                 | 1706.84 | 1722.54 | 1737.82 | 1753.61 | 1768.82 |
| 3                   | 1699.30                 | 1714.62 | 1730.18 | 1745.54 | 1761.09 | 1776.54 |
| 4                   | 1706.84                 | 1722.54 | 1737.82 | 1753.61 | 1768.82 | 1784.16 |
| 5                   | 1714.62                 | 1730.18 | 1745.54 | 1761.09 | 1776.54 |         |
| 6                   | 1722.54                 | 1737.82 | 1753.61 | 1768.82 |         |         |
| 7                   | 1730.18                 | 1745.54 | 1761.09 |         |         |         |
| 8                   | 1737.82                 | 1753.61 |         |         |         |         |
| 9                   | 1745.54                 |         |         |         |         |         |

#### 1.1.2.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 1768.82                 | 1784.16 | 1799.85 | 1815.37 | 1830.80 | 1846.01 |
| 1                   | 1776.54                 | 1791.98 | 1807.66 |         |         |         |
| 2                   | 1784.16                 | 1799.85 |         |         |         |         |
| 3                   | 1791.98                 |         |         |         |         |         |

### 1.1.2.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1528.01 |
| 19 jaar  | 1477.16 |
| 18 jaar  | 1426.67 |
| 17 jaar  | 1375.63 |
| 16 jaar  | 1325.12 |

### 1.1.3. : Categorie 3

Aanvangsleeftijd voor categorie 3 : 21 jaar

#### 1.1.3.1. LEEFTIJD: 21 jaar of meer

##### 1.1.3.1.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 1597.11                 | 1618.70 | 1640.26 | 1662.13 | 1683.64 |
| 1                   | 1608.03                 | 1629.60 | 1651.25 | 1672.85 | 1694.62 |
| 2                   | 1618.70                 | 1640.26 | 1662.13 | 1683.64 | 1705.48 |
| 3                   | 1629.60                 | 1651.25 | 1672.85 | 1694.62 | 1716.23 |
| 4                   | 1640.26                 | 1662.13 | 1683.64 | 1705.48 | 1727.18 |
| 5                   | 1651.25                 | 1672.85 | 1694.62 | 1716.23 | 1737.82 |
| 6                   | 1662.13                 | 1683.64 | 1705.48 | 1727.18 | 1748.78 |
| 7                   | 1672.85                 | 1694.62 | 1716.23 | 1737.82 | 1759.50 |
| 8                   | 1683.64                 | 1705.48 | 1727.18 | 1748.78 | 1770.52 |
| 9                   | 1694.62                 | 1716.23 | 1737.82 | 1759.50 | 1781.25 |
| 10                  | 1705.48                 | 1727.18 | 1748.78 | 1770.52 | 1791.98 |
| 11                  | 1716.23                 | 1737.82 | 1759.50 | 1781.25 | 1803.00 |
| 12                  | 1727.18                 | 1748.78 | 1770.52 | 1791.98 | 1813.60 |
| 13                  | 1737.82                 | 1759.50 | 1781.25 | 1803.00 | 1824.59 |
| 14                  | 1748.78                 | 1770.52 | 1791.98 | 1813.60 | 1835.47 |
| 15                  | 1759.50                 | 1781.25 | 1803.00 | 1824.59 | 1846.19 |
| 16                  | 1770.52                 | 1791.98 | 1813.60 | 1835.47 | 1857.15 |
| 17                  | 1781.25                 | 1803.00 | 1824.59 | 1846.19 |         |
| 18                  | 1791.98                 | 1813.60 | 1835.47 |         |         |
| 19                  | 1803.00                 | 1824.59 |         |         |         |
| 20                  | 1813.60                 |         |         |         |         |

##### 1.1.3.1.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 1705.48                 | 1727.18 | 1748.78 | 1770.52 | 1791.98 | 1813.60 |
| 1                   | 1716.23                 | 1737.82 | 1759.50 | 1781.25 | 1803.00 | 1824.59 |
| 2                   | 1727.18                 | 1748.78 | 1770.52 | 1791.98 | 1813.60 | 1835.47 |
| 3                   | 1737.82                 | 1759.50 | 1781.25 | 1803.00 | 1824.59 | 1846.19 |
| 4                   | 1748.78                 | 1770.52 | 1791.98 | 1813.60 | 1835.47 | 1857.15 |
| 5                   | 1759.50                 | 1781.25 | 1803.00 | 1824.59 | 1846.19 | 1868.13 |
| 6                   | 1770.52                 | 1791.98 | 1813.60 | 1835.47 | 1857.15 | 1879.25 |
| 7                   | 1781.25                 | 1803.00 | 1824.59 | 1846.19 | 1868.13 | 1890.32 |
| 8                   | 1791.98                 | 1813.60 | 1835.47 | 1857.15 | 1879.25 | 1901.38 |
| 9                   | 1803.00                 | 1824.59 | 1846.19 | 1868.13 | 1890.32 | 1912.33 |
| 10                  | 1813.60                 | 1835.47 | 1857.15 | 1879.25 | 1901.38 | 1923.54 |
| 11                  | 1824.59                 | 1846.19 | 1868.13 | 1890.32 | 1912.33 |         |
| 12                  | 1835.47                 | 1857.15 | 1879.25 | 1901.38 |         |         |
| 13                  | 1846.19                 | 1868.13 | 1890.32 |         |         |         |
| 14                  | 1857.15                 | 1879.25 |         |         |         |         |
| 15                  | 1868.13                 |         |         |         |         |         |

#### 1.1.3.1.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 1835.47                 | 1857.15 | 1879.25 | 1901.38 | 1923.54 | 1945.59 |
| 1                   | 1846.19                 | 1868.13 | 1890.32 | 1912.33 | 1934.36 | 1956.59 |
| 2                   | 1857.15                 | 1879.25 | 1901.38 | 1923.54 | 1945.59 | 1967.45 |
| 3                   | 1868.13                 | 1890.32 | 1912.33 | 1934.36 | 1956.59 | 1978.73 |
| 4                   | 1879.25                 | 1901.38 | 1923.54 | 1945.59 | 1967.45 | 1989.66 |
| 5                   | 1890.32                 | 1912.33 | 1934.36 | 1956.59 | 1978.73 |         |
| 6                   | 1901.38                 | 1923.54 | 1945.59 | 1967.45 |         |         |
| 7                   | 1912.33                 | 1934.36 | 1956.59 |         |         |         |
| 8                   | 1923.54                 | 1945.59 |         |         |         |         |
| 9                   | 1934.36                 |         |         |         |         |         |

#### 1.1.3.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 1967.45                 | 1989.66 | 2011.93 | 2033.77 | 2056.01 | 2078.18 |
| 1                   | 1978.73                 | 2000.72 | 2022.69 |         |         |         |
| 2                   | 1989.66                 | 2011.93 |         |         |         |         |
| 3                   | 2000.72                 |         |         |         |         |         |

#### 1.1.3.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1597.11 |
| 19 jaar  | 1547.13 |

|         |         |
|---------|---------|
| 18 jaar | 1520.73 |
| 17 jaar | 1464.76 |
| 16 jaar | 1408.52 |

#### 1.1.4. : Categorie 4

Aanvangsleeftijd voor categorie 4 : 22 jaar

##### 1.1.4.1. LEEFTIJD: 21 jaar of meer

##### 1.1.4.1.1. ANCIENNITEIT: 0 tot 4

| ERVARIN<br>G (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|-------------------------|-------------------------|---------|---------|---------|---------|
|                         | Aanvangsw<br>edde       | 1       | 2       | 3       | 4       |
| 0                       | 1700.87                 | 1725.03 | 1749.26 | 1773.46 | 1797.43 |
| 1                       | 1713.01                 | 1737.22 | 1761.39 | 1785.44 | 1809.68 |
| 2                       | 1725.03                 | 1749.26 | 1773.46 | 1797.43 | 1821.86 |
| 3                       | 1737.22                 | 1761.39 | 1785.44 | 1809.68 | 1833.85 |
| 4                       | 1749.26                 | 1773.46 | 1797.43 | 1821.86 | 1845.87 |
| 5                       | 1761.39                 | 1785.44 | 1809.68 | 1833.85 | 1858.16 |
| 6                       | 1773.46                 | 1797.43 | 1821.86 | 1845.87 | 1870.47 |
| 7                       | 1785.44                 | 1809.68 | 1833.85 | 1858.16 | 1882.86 |
| 8                       | 1797.43                 | 1821.86 | 1845.87 | 1870.47 | 1895.07 |
| 9                       | 1809.68                 | 1833.85 | 1858.16 | 1882.86 | 1907.44 |
| 10                      | 1821.86                 | 1845.87 | 1870.47 | 1895.07 | 1919.69 |
| 11                      | 1833.85                 | 1858.16 | 1882.86 | 1907.44 | 1932.23 |
| 12                      | 1845.87                 | 1870.47 | 1895.07 | 1919.69 | 1944.22 |
| 13                      | 1858.16                 | 1882.86 | 1907.44 | 1932.23 | 1956.64 |
| 14                      | 1870.47                 | 1895.07 | 1919.69 | 1944.22 | 1969.23 |
| 15                      | 1882.86                 | 1907.44 | 1932.23 | 1956.64 | 1981.28 |
| 16                      | 1895.07                 | 1919.69 | 1944.22 | 1969.23 | 1993.59 |
| 17                      | 1907.44                 | 1932.23 | 1956.64 | 1981.28 |         |
| 18                      | 1919.69                 | 1944.22 | 1969.23 |         |         |
| 19                      | 1932.23                 | 1956.64 |         |         |         |
| 20                      | 1944.22                 |         |         |         |         |

##### 1.1.4.1.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 1821.86                 | 1845.87 | 1870.47 | 1895.07 | 1919.69 | 1944.22 |
| 1                          | 1833.85                 | 1858.16 | 1882.86 | 1907.44 | 1932.23 | 1956.64 |
| 2                          | 1845.87                 | 1870.47 | 1895.07 | 1919.69 | 1944.22 | 1969.23 |
| 3                          | 1858.16                 | 1882.86 | 1907.44 | 1932.23 | 1956.64 | 1981.28 |
| 4                          | 1870.47                 | 1895.07 | 1919.69 | 1944.22 | 1969.23 | 1993.59 |
| 5                          | 1882.86                 | 1907.44 | 1932.23 | 1956.64 | 1981.28 | 2006.13 |
| 6                          | 1895.07                 | 1919.69 | 1944.22 | 1969.23 | 1993.59 | 2018.27 |
| 7                          | 1907.44                 | 1932.23 | 1956.64 | 1981.28 | 2006.13 | 2030.63 |
| 8                          | 1919.69                 | 1944.22 | 1969.23 | 1993.59 | 2018.27 | 2043.05 |
| 9                          | 1932.23                 | 1956.64 | 1981.28 | 2006.13 | 2030.63 | 2055.31 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 10 | 1944.22 | 1969.23 | 1993.59 | 2018.27 | 2043.05 | 2067.78 |
| 11 | 1956.64 | 1981.28 | 2006.13 | 2030.63 | 2055.31 |         |
| 12 | 1969.23 | 1993.59 | 2018.27 | 2043.05 |         |         |
| 13 | 1981.28 | 2006.13 | 2030.63 |         |         |         |
| 14 | 1993.59 | 2018.27 |         |         |         |         |
| 15 | 2006.13 |         |         |         |         |         |

#### 1.1.4.1.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 1969.23                 | 1993.59 | 2018.27 | 2043.05 | 2067.78 | 2092.22 |
| 1                          | 1981.28                 | 2006.13 | 2030.63 | 2055.31 | 2080.14 | 2104.34 |
| 2                          | 1993.59                 | 2018.27 | 2043.05 | 2067.78 | 2092.22 | 2116.92 |
| 3                          | 2006.13                 | 2030.63 | 2055.31 | 2080.14 | 2104.34 | 2129.33 |
| 4                          | 2018.27                 | 2043.05 | 2067.78 | 2092.22 | 2116.92 | 2141.74 |
| 5                          | 2030.63                 | 2055.31 | 2080.14 | 2104.34 | 2129.33 |         |
| 6                          | 2043.05                 | 2067.78 | 2092.22 | 2116.92 |         |         |
| 7                          | 2055.31                 | 2080.14 | 2104.34 |         |         |         |
| 8                          | 2067.78                 | 2092.22 |         |         |         |         |
| 9                          | 2080.14                 |         |         |         |         |         |

#### 1.1.4.1.4. ANCIENNITEIT: 17 tot 22

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                          | 2116.92                 | 2141.74 | 2166.19 | 2190.79 | 2215.65 | 2240.08 |
| 1                          | 2129.33                 | 2153.92 | 2178.74 |         |         |         |
| 2                          | 2141.74                 | 2166.19 |         |         |         |         |
| 3                          | 2153.92                 |         |         |         |         |         |

#### 1.1.4.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1700.87 |
| 19 jaar  | 1645.56 |
| 18 jaar  | 1589.94 |
| 17 jaar  | 1535.16 |
| 16 jaar  | 1502.04 |

#### 1.1.5. : Minimum Maandloon

In dit minimum maandloon zijn begrepen de conventionele en contractuele premies en overlonen, behalve die voor laattijdige opening van winkels en overuren op zaterdag welke bepaald zijn in de artikelen 2 en 4 van de CAO van 5 november 2002 betreffende premies en overlonen.

| LEEFTIJD        |         |
|-----------------|---------|
| 20 jaar en meer | 1098.12 |

#### 1.1.6. : Bedienden van de zelfbediening en verkoopbedienden van de warenhuizen

De bedienden van de "zelfbediening" waarvan sprake is in artikel 11 van de collectieve arbeidsovereenkomst van 5 november 2002 betreffende de functieclassificatie, alsmede het verkooppersoneel van de warenhuizen, genieten na 2 jaar anciënniteit de minimumloonschaal van de bedienden van de derde categorie, maar met een opklimming op grond van de anciënniteit die ophoudt bij het bedrag voor de leeftijd van 21 jaar.

De bedoelde bedienden die worden aangeworven vanaf 1 april 1993 bekomen na 1 jaar anciënniteit de minimumloonschaal van de bedienden van de derde categorie, in dezelfde voorwaarden.

De opklimming op grond van de anciënniteit wordt, voor elke bediende, op 22 jaar gebracht op het ogenblik van de toekenning van de jaarlijkse verhoging.

Het wegwerken van het verschil tussen de werkelijke anciënniteit te rekenen vanaf de aanvangsleeftijd van de categorie en de baremieke anciënniteit geschiedt eveneens op het ogenblik van de toekenning van de jaarlijkse verhoging, zoals voor de verlenging van de loonschaal.

## **1.2. : Kaderpersoneel**

De loonschalen van de minimum maandlonen van het kaderpersoneel worden vastgesteld zonder rekening te houden met de aanvangsleeftijden

### **1.2.1. : Categorie 5**

#### **1.2.1.1. ANCIENNITEIT: 0 tot 4**

| ERVARING<br>(in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|------------------------|-------------------------|---------|---------|---------|---------|
|                        | Aanvangs-<br>edde       | 1       | 2       | 3       | 4       |
| 0                      | 1922.15                 | 1952.81 | 1983.64 | 2014.32 | 2045.13 |
| 1                      | 1937.50                 | 1968.25 | 1999.04 | 2029.88 | 2060.42 |
| 2                      | 1952.81                 | 1983.64 | 2014.32 | 2045.13 | 2075.71 |
| 3                      | 1968.25                 | 1999.04 | 2029.88 | 2060.42 | 2091.07 |
| 4                      | 1983.64                 | 2014.32 | 2045.13 | 2075.71 | 2106.54 |
| 5                      | 1999.04                 | 2029.88 | 2060.42 | 2091.07 | 2121.93 |
| 6                      | 2014.32                 | 2045.13 | 2075.71 | 2106.54 | 2137.16 |
| 7                      | 2029.88                 | 2060.42 | 2091.07 | 2121.93 | 2152.63 |
| 8                      | 2045.13                 | 2075.71 | 2106.54 | 2137.16 | 2168.05 |
| 9                      | 2060.42                 | 2091.07 | 2121.93 | 2152.63 | 2183.35 |
| 10                     | 2075.71                 | 2106.54 | 2137.16 | 2168.05 | 2198.67 |
| 11                     | 2091.07                 | 2121.93 | 2152.63 | 2183.35 | 2213.97 |
| 12                     | 2106.54                 | 2137.16 | 2168.05 | 2198.67 | 2229.26 |
| 13                     | 2121.93                 | 2152.63 | 2183.35 | 2213.97 | 2244.78 |
| 14                     | 2137.16                 | 2168.05 | 2198.67 | 2229.26 | 2260.26 |
| 15                     | 2152.63                 | 2183.35 | 2213.97 | 2244.78 | 2275.61 |
| 16                     | 2168.05                 | 2198.67 | 2229.26 | 2260.26 | 2290.86 |
| 17                     | 2183.35                 | 2213.97 | 2244.78 | 2275.61 |         |
| 18                     | 2198.67                 | 2229.26 | 2260.26 |         |         |
| 19                     | 2213.97                 | 2244.78 |         |         |         |
| 20                     | 2229.26                 |         |         |         |         |

#### **1.2.1.2. ANCIENNITEIT: 5 tot 10**

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 2075.71                 | 2106.54 | 2137.16 | 2168.05 | 2198.67 | 2229.26 |
| 1                          | 2091.07                 | 2121.93 | 2152.63 | 2183.35 | 2213.97 | 2244.78 |
| 2                          | 2106.54                 | 2137.16 | 2168.05 | 2198.67 | 2229.26 | 2260.26 |
| 3                          | 2121.93                 | 2152.63 | 2183.35 | 2213.97 | 2244.78 | 2275.61 |
| 4                          | 2137.16                 | 2168.05 | 2198.67 | 2229.26 | 2260.26 | 2290.86 |
| 5                          | 2152.63                 | 2183.35 | 2213.97 | 2244.78 | 2275.61 | 2306.42 |
| 6                          | 2168.05                 | 2198.67 | 2229.26 | 2260.26 | 2290.86 | 2321.79 |
| 7                          | 2183.35                 | 2213.97 | 2244.78 | 2275.61 | 2306.42 | 2337.24 |
| 8                          | 2198.67                 | 2229.26 | 2260.26 | 2290.86 | 2321.79 | 2352.52 |
| 9                          | 2213.97                 | 2244.78 | 2275.61 | 2306.42 | 2337.24 | 2367.76 |
| 10                         | 2229.26                 | 2260.26 | 2290.86 | 2321.79 | 2352.52 | 2383.02 |
| 11                         | 2244.78                 | 2275.61 | 2306.42 | 2337.24 | 2367.76 |         |
| 12                         | 2260.26                 | 2290.86 | 2321.79 | 2352.52 |         |         |
| 13                         | 2275.61                 | 2306.42 | 2337.24 |         |         |         |
| 14                         | 2290.86                 | 2321.79 |         |         |         |         |
| 15                         | 2306.42                 |         |         |         |         |         |

#### 1.2.1.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 2260.26                 | 2290.86 | 2321.79 | 2352.52 | 2383.02 | 2413.99 |
| 1                          | 2275.61                 | 2306.42 | 2337.24 | 2367.76 | 2398.50 | 2429.30 |
| 2                          | 2290.86                 | 2321.79 | 2352.52 | 2383.02 | 2413.99 | 2444.60 |
| 3                          | 2306.42                 | 2337.24 | 2367.76 | 2398.50 | 2429.30 | 2459.92 |
| 4                          | 2321.79                 | 2352.52 | 2383.02 | 2413.99 | 2444.60 | 2475.37 |
| 5                          | 2337.24                 | 2367.76 | 2398.50 | 2429.30 | 2459.92 |         |
| 6                          | 2352.52                 | 2383.02 | 2413.99 | 2444.60 |         |         |
| 7                          | 2367.76                 | 2398.50 | 2429.30 |         |         |         |
| 8                          | 2383.02                 | 2413.99 |         |         |         |         |
| 9                          | 2398.50                 |         |         |         |         |         |

#### 1.2.1.4. ANCIENNITEIT: 17 tot 22

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                          | 2444.60                 | 2475.37 | 2506.27 | 2536.80 | 2567.62 | 2598.53 |
| 1                          | 2459.92                 | 2490.85 | 2521.54 |         |         |         |
| 2                          | 2475.37                 | 2506.27 |         |         |         |         |
| 3                          | 2490.85                 |         |         |         |         |         |

### 1.2.2. : Categorie 6

#### 1.2.2.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 2147.20                 | 2183.31 | 2219.51 | 2255.53 | 2291.59 |
| 1                   | 2165.24                 | 2201.51 | 2237.60 | 2273.64 | 2309.67 |
| 2                   | 2183.31                 | 2219.51 | 2255.53 | 2291.59 | 2327.75 |
| 3                   | 2201.51                 | 2237.60 | 2273.64 | 2309.67 | 2345.87 |
| 4                   | 2219.51                 | 2255.53 | 2291.59 | 2327.75 | 2363.98 |
| 5                   | 2237.60                 | 2273.64 | 2309.67 | 2345.87 | 2382.17 |
| 6                   | 2255.53                 | 2291.59 | 2327.75 | 2363.98 | 2400.19 |
| 7                   | 2273.64                 | 2309.67 | 2345.87 | 2382.17 | 2418.30 |
| 8                   | 2291.59                 | 2327.75 | 2363.98 | 2400.19 | 2436.35 |
| 9                   | 2309.67                 | 2345.87 | 2382.17 | 2418.30 | 2454.44 |
| 10                  | 2327.75                 | 2363.98 | 2400.19 | 2436.35 | 2472.47 |
| 11                  | 2345.87                 | 2382.17 | 2418.30 | 2454.44 | 2490.52 |
| 12                  | 2363.98                 | 2400.19 | 2436.35 | 2472.47 | 2508.59 |
| 13                  | 2382.17                 | 2418.30 | 2454.44 | 2490.52 | 2526.74 |
| 14                  | 2400.19                 | 2436.35 | 2472.47 | 2508.59 | 2544.76 |
| 15                  | 2418.30                 | 2454.44 | 2490.52 | 2526.74 | 2562.85 |
| 16                  | 2436.35                 | 2472.47 | 2508.59 | 2544.76 | 2580.95 |
| 17                  | 2454.44                 | 2490.52 | 2526.74 | 2562.85 |         |
| 18                  | 2472.47                 | 2508.59 | 2544.76 |         |         |
| 19                  | 2490.52                 | 2526.74 |         |         |         |
| 20                  | 2508.59                 |         |         |         |         |

#### 1.2.2.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 2327.75                 | 2363.98 | 2400.19 | 2436.35 | 2472.47 | 2508.59 |
| 1                   | 2345.87                 | 2382.17 | 2418.30 | 2454.44 | 2490.52 | 2526.74 |
| 2                   | 2363.98                 | 2400.19 | 2436.35 | 2472.47 | 2508.59 | 2544.76 |
| 3                   | 2382.17                 | 2418.30 | 2454.44 | 2490.52 | 2526.74 | 2562.85 |
| 4                   | 2400.19                 | 2436.35 | 2472.47 | 2508.59 | 2544.76 | 2580.95 |
| 5                   | 2418.30                 | 2454.44 | 2490.52 | 2526.74 | 2562.85 | 2598.99 |
| 6                   | 2436.35                 | 2472.47 | 2508.59 | 2544.76 | 2580.95 | 2617.10 |
| 7                   | 2454.44                 | 2490.52 | 2526.74 | 2562.85 | 2598.99 | 2635.14 |
| 8                   | 2472.47                 | 2508.59 | 2544.76 | 2580.95 | 2617.10 | 2653.13 |
| 9                   | 2490.52                 | 2526.74 | 2562.85 | 2598.99 | 2635.14 | 2671.22 |
| 10                  | 2508.59                 | 2544.76 | 2580.95 | 2617.10 | 2653.13 | 2689.25 |
| 11                  | 2526.74                 | 2562.85 | 2598.99 | 2635.14 | 2671.22 |         |
| 12                  | 2544.76                 | 2580.95 | 2617.10 | 2653.13 |         |         |
| 13                  | 2562.85                 | 2598.99 | 2635.14 |         |         |         |
| 14                  | 2580.95                 | 2617.10 |         |         |         |         |
| 15                  | 2598.99                 |         |         |         |         |         |

### 1.2.2.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 2544.76                 | 2580.95 | 2617.10 | 2653.13 | 2689.25 | 2725.38 |
| 1                   | 2562.85                 | 2598.99 | 2635.14 | 2671.22 | 2707.33 | 2743.49 |
| 2                   | 2580.95                 | 2617.10 | 2653.13 | 2689.25 | 2725.38 | 2761.51 |
| 3                   | 2598.99                 | 2635.14 | 2671.22 | 2707.33 | 2743.49 | 2779.54 |
| 4                   | 2617.10                 | 2653.13 | 2689.25 | 2725.38 | 2761.51 | 2797.59 |
| 5                   | 2635.14                 | 2671.22 | 2707.33 | 2743.49 | 2779.54 |         |
| 6                   | 2653.13                 | 2689.25 | 2725.38 | 2761.51 |         |         |
| 7                   | 2671.22                 | 2707.33 | 2743.49 |         |         |         |
| 8                   | 2689.25                 | 2725.38 |         |         |         |         |
| 9                   | 2707.33                 |         |         |         |         |         |

### 1.2.2.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 2761.51                 | 2797.59 | 2833.80 | 2869.95 | 2905.54 | 2940.99 |
| 1                   | 2779.54                 | 2815.70 | 2851.95 |         |         |         |
| 2                   | 2797.59                 | 2833.80 |         |         |         |         |
| 3                   | 2815.70                 |         |         |         |         |         |

## 1.2.3. : Categorie 7

### 1.2.3.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 2450.71                 | 2494.09 | 2537.81 | 2581.32 | 2624.81 |
| 1                   | 2472.49                 | 2515.97 | 2559.53 | 2603.11 | 2646.75 |
| 2                   | 2494.09                 | 2537.81 | 2581.32 | 2624.81 | 2668.48 |
| 3                   | 2515.97                 | 2559.53 | 2603.11 | 2646.75 | 2690.20 |
| 4                   | 2537.81                 | 2581.32 | 2624.81 | 2668.48 | 2711.86 |
| 5                   | 2559.53                 | 2603.11 | 2646.75 | 2690.20 | 2733.61 |
| 6                   | 2581.32                 | 2624.81 | 2668.48 | 2711.86 | 2755.38 |
| 7                   | 2603.11                 | 2646.75 | 2690.20 | 2733.61 | 2777.24 |
| 8                   | 2624.81                 | 2668.48 | 2711.86 | 2755.38 | 2798.96 |
| 9                   | 2646.75                 | 2690.20 | 2733.61 | 2777.24 | 2820.65 |
| 10                  | 2668.48                 | 2711.86 | 2755.38 | 2798.96 | 2842.41 |
| 11                  | 2690.20                 | 2733.61 | 2777.24 | 2820.65 | 2864.16 |
| 12                  | 2711.86                 | 2755.38 | 2798.96 | 2842.41 | 2885.58 |
| 13                  | 2733.61                 | 2777.24 | 2820.65 | 2864.16 | 2906.93 |
| 14                  | 2755.38                 | 2798.96 | 2842.41 | 2885.58 | 2928.24 |
| 15                  | 2777.24                 | 2820.65 | 2864.16 | 2906.93 | 2949.70 |
| 16                  | 2798.96                 | 2842.41 | 2885.58 | 2928.24 | 2970.96 |
| 17                  | 2820.65                 | 2864.16 | 2906.93 | 2949.70 |         |

|    |         |         |         |  |  |
|----|---------|---------|---------|--|--|
| 18 | 2842.41 | 2885.58 | 2928.24 |  |  |
| 19 | 2864.16 | 2906.93 |         |  |  |
| 20 | 2885.58 |         |         |  |  |

### 1.2.3.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 2668.48                 | 2711.86 | 2755.38 | 2798.96 | 2842.41 | 2885.58 |
| 1                   | 2690.20                 | 2733.61 | 2777.24 | 2820.65 | 2864.16 | 2906.93 |
| 2                   | 2711.86                 | 2755.38 | 2798.96 | 2842.41 | 2885.58 | 2928.24 |
| 3                   | 2733.61                 | 2777.24 | 2820.65 | 2864.16 | 2906.93 | 2949.70 |
| 4                   | 2755.38                 | 2798.96 | 2842.41 | 2885.58 | 2928.24 | 2970.96 |
| 5                   | 2777.24                 | 2820.65 | 2864.16 | 2906.93 | 2949.70 | 2992.41 |
| 6                   | 2798.96                 | 2842.41 | 2885.58 | 2928.24 | 2970.96 | 3013.73 |
| 7                   | 2820.65                 | 2864.16 | 2906.93 | 2949.70 | 2992.41 | 3034.96 |
| 8                   | 2842.41                 | 2885.58 | 2928.24 | 2970.96 | 3013.73 | 3056.17 |
| 9                   | 2864.16                 | 2906.93 | 2949.70 | 2992.41 | 3034.96 | 3077.52 |
| 10                  | 2885.58                 | 2928.24 | 2970.96 | 3013.73 | 3056.17 | 3098.95 |
| 11                  | 2906.93                 | 2949.70 | 2992.41 | 3034.96 | 3077.52 |         |
| 12                  | 2928.24                 | 2970.96 | 3013.73 | 3056.17 |         |         |
| 13                  | 2949.70                 | 2992.41 | 3034.96 |         |         |         |
| 14                  | 2970.96                 | 3013.73 |         |         |         |         |
| 15                  | 2992.41                 |         |         |         |         |         |

### 1.2.3.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 2928.24                 | 2970.96 | 3013.73 | 3056.17 | 3098.95 | 3141.47 |
| 1                   | 2949.70                 | 2992.41 | 3034.96 | 3077.52 | 3120.13 | 3162.79 |
| 2                   | 2970.96                 | 3013.73 | 3056.17 | 3098.95 | 3141.47 | 3184.26 |
| 3                   | 2992.41                 | 3034.96 | 3077.52 | 3120.13 | 3162.79 | 3205.62 |
| 4                   | 3013.73                 | 3056.17 | 3098.95 | 3141.47 | 3184.26 | 3226.95 |
| 5                   | 3034.96                 | 3077.52 | 3120.13 | 3162.79 | 3205.62 |         |
| 6                   | 3056.17                 | 3098.95 | 3141.47 | 3184.26 |         |         |
| 7                   | 3077.52                 | 3120.13 | 3162.79 |         |         |         |
| 8                   | 3098.95                 | 3141.47 |         |         |         |         |
| 9                   | 3120.13                 |         |         |         |         |         |

### 1.2.3.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 3184.26                 | 3226.95 | 3269.43 | 3312.17 | 3354.74 | 3397.49 |
| 1                   | 3205.62                 | 3248.20 | 3290.84 |         |         |         |
| 2                   | 3226.95                 | 3269.43 |         |         |         |         |
| 3                   | 3248.20                 |         |         |         |         |         |

## 2. LOONSCHALEN: Werklieden

### Uurlonen

De opklimming in de uurloonschalen van de werklieden vangt aan op het ogenblik dat de werklieden de leeftijd van éérentwintig jaar hebben bereikt

#### 2.1. LEEFTIJD: 21 jaar of meer

##### 2.1.1. ANCIENNITEIT: 0 tot 4

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|
|           | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 1         | 10.5782                 | 10.5981 | 10.6251 | 10.6566 | 10.6922 |
| 2         | 10.9754                 | 11.0056 | 11.0395 | 11.0652 | 11.0936 |
| 3         | 11.4993                 | 11.5322 | 11.5776 | 11.6132 | 11.6447 |

##### 2.1.2. ANCIENNITEIT: 5 tot 9

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|
|           | 5                       | 6       | 7       | 8       | 9       |
| 1         | 10.7191                 | 10.7447 | 10.7690 | 10.7917 | 10.8245 |
| 2         | 11.1249                 | 11.1592 | 11.1876 | 11.2130 | 11.2416 |
| 3         | 11.6902                 | 11.7215 | 11.7727 | 11.8096 | 11.8454 |

##### 2.1.3. ANCIENNITEIT: 10 tot 14

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|
|           | 10                      | 11      | 12      | 13      | 14      |
| 1         | 10.8643                 | 10.8944 | 10.9185 | 10.9483 | 10.9754 |
| 2         | 11.2686                 | 11.3043 | 11.3301 | 11.3570 | 11.3869 |
| 3         | 11.8938                 | 11.9222 | 11.9664 | 12.0077 | 12.0519 |

##### 2.1.4. ANCIENNITEIT: 15 tot 20

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|---------|
|           | 15                      | 16      | 17      | 18      | 19      | 20      |
| 1         | 11.0081                 | 11.0325 | 11.0637 | 11.0922 | 11.1234 | 11.1548 |
| 2         | 11.4196                 | 11.4510 | 11.4823 | 11.5037 | 11.5308 | 11.5522 |
| 3         | 12.0916                 | 12.1300 | 12.1729 | 12.2168 | 12.2511 | 12.2881 |

#### 2.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD | CATEGORIE |         |         |
|----------|-----------|---------|---------|
|          | 1         | 2       | 3       |
| 20 jaar  | 10.5782   | 10.9754 | 11.4993 |
| 19 jaar  | 10.5782   | 10.9754 | 11.4993 |
| 18 jaar  | 10.5782   | 10.9754 | 11.4993 |
| 17 jaar  | 9.7292    | 9.9195  | 10.3822 |
| 16 jaar  | 9.3148    | 9.6973  | 9.9657  |