FEDERALE OVERHEIDSDIENST
Werkgelegenheid, Arbeid
en Sociaal Overleg

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3280100: stads- en streekvervoer van het vlaamse gewest

Inwerkingtreding 01/11/2018 (Laatst bewerkt 05/03/2021)

Loonsverhoging met 0,5 % in 11/2018.

In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

## 1. : TECHNISCHE DIENSTEN

### 1.1. : DEEL 1

| Anciënniteit | Categorie | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | KL.1 : 11.1 | KL.1 : 11.2 | KL.2 : 12.1 | KL.2 : 12.2 | KL.3 : 13.1 | KL.3 : 13.2 | KL.4 : 14.1 | KL.4 : 14.2 | KL.5 : 15.1 | KL.5 : 15.2 | KL.5 : 15.3 |
| 0A | 12.9033 | 13.1731 | 13.7350 | 14.0050 | 14.5667 | 14.8364 | 15.2861 | 15.5561 | 16.0052 | 16.2750 | 16.5447 |
| 0B | 12.9033 | 13.1731 | 13.7350 | 14.0050 | 14.5667 | 14.8364 | 15.2861 | 15.5561 | 16.0052 | 16.2750 | 16.5447 |
| 1 | 12.9033 | 13.1731 | 13.7350 | 14.0050 | 14.5667 | 14.8364 | 15.2861 | 15.5561 | 16.0052 | 16.2750 | 16.5447 |
| 2 | 12.9033 | 13.1731 | 13.7350 | 14.0050 | 14.5667 | 14.8364 | 15.2861 | 15.5561 | 16.0052 | 16.2750 | 16.5447 |
| 3 | 12.9033 | 13.1731 | 13.7350 | 14.0050 | 14.5667 | 14.8364 | 15.2861 | 15.5561 | 16.0052 | 16.2750 | 16.5447 |
| 4 | 13.0246 | 13.2974 | 13.8653 | 14.1383 | 14.7063 | 14.9793 | 15.4336 | 15.7060 | 16.1610 | 16.4334 | 16.7057 |
| 5 | 13.0246 | 13.2974 | 13.8653 | 14.1383 | 14.7063 | 14.9793 | 15.4336 | 15.7060 | 16.1610 | 16.4334 | 16.7057 |
| 6 | 13.2678 | 13.5463 | 14.1267 | 14.4051 | 14.9856 | 15.2641 | 15.7281 | 16.0072 | 16.4713 | 16.7496 | 17.0280 |
| 7 | 13.2678 | 13.5463 | 14.1267 | 14.4051 | 14.9856 | 15.2641 | 15.7281 | 16.0072 | 16.4713 | 16.7496 | 17.0280 |
| 8 | 13.5107 | 13.7949 | 14.3875 | 14.6724 | 15.2647 | 15.5493 | 16.0233 | 16.3076 | 16.7819 | 17.0665 | 17.3508 |
| 9 | 13.5107 | 13.7949 | 14.3875 | 14.6724 | 15.2647 | 15.5493 | 16.0233 | 16.3076 | 16.7819 | 17.0665 | 17.3508 |
| 10 | 13.7537 | 14.0443 | 14.6489 | 14.9392 | 15.5440 | 15.8344 | 16.3185 | 16.6084 | 17.0926 | 17.3829 | 17.6731 |
| 11 | 13.7537 | 14.0443 | 14.6489 | 14.9392 | 15.5440 | 15.8344 | 16.3185 | 16.6084 | 17.0926 | 17.3829 | 17.6731 |
| 12 | 13.8822 | 14.1755 | 14.7871 | 15.0804 | 15.6921 | 15.9853 | 16.4746 | 16.7676 | 17.2570 | 17.5505 | 17.8441 |
| 13 | 13.8822 | 14.1755 | 14.7871 | 15.0804 | 15.6921 | 15.9853 | 16.4746 | 16.7676 | 17.2570 | 17.5505 | 17.8441 |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 14 | 14.0111 | 14.3075 | 14.9251 | 15.2217 | 15.8398 | 16.1365 | 16.6306 | 16.9271 | 17.4217 | 17.7180 | 18.0147 |
| 15 | 14.0111 | 14.3075 | 14.9251 | 15.2217 | 15.8398 | 16.1365 | 16.6306 | 16.9271 | 17.4217 | 17.7180 | 18.0147 |
| 16 | 14.1394 | 14.4396 | 15.0639 | 15.3631 | 15.9878 | 16.2872 | 16.7867 | 17.0864 | 17.5858 | 17.8858 | 18.1856 |
| 17 | 14.1394 | 14.4396 | 15.0639 | 15.3631 | 15.9878 | 16.2872 | 16.7867 | 17.0864 | 17.5858 | 17.8858 | 18.1856 |
| 18 | 14.2682 | 14.5711 | 15.2020 | 15.5051 | 16.1359 | 16.4385 | 16.9427 | 17.2456 | 17.7504 | 18.0532 | 18.3558 |
| 19 | 14.2682 | 14.5711 | 15.2020 | 15.5051 | 16.1359 | 16.4385 | 16.9427 | 17.2456 | 17.7504 | 18.0532 | 18.3558 |
| 20 | 14.3971 | 14.7029 | 15.3405 | 15.6463 | 16.2836 | 16.5893 | 17.0998 | 17.4056 | 17.9152 | 18.2208 | 18.5265 |
| 21 | 14.3971 | 14.7029 | 15.3405 | 15.6463 | 16.2836 | 16.5893 | 17.0998 | 17.4056 | 17.9152 | 18.2208 | 18.5265 |
| 22 | 14.5258 | 14.8349 | 15.4785 | 15.7877 | 16.4318 | 16.7401 | 17.2559 | 17.5649 | 18.0794 | 18.3886 | 18.6979 |
| 23 | 14.5258 | 14.8349 | 15.4785 | 15.7877 | 16.4318 | 16.7401 | 17.2559 | 17.5649 | 18.0794 | 18.3886 | 18.6979 |
| 24 | 14.6545 | 14.9669 | 15.6172 | 15.9290 | 16.5794 | 16.8914 | 17.4116 | 17.7241 | 18.2441 | 18.5566 | 18.8687 |
| 25 | 14.6545 | 14.9669 | 15.6172 | 15.9290 | 16.5794 | 16.8914 | 17.4116 | 17.7241 | 18.2441 | 18.5566 | 18.8687 |
| 26 | 14.7832 | 15.0987 | 15.7555 | 16.0709 | 16.7273 | 17.0426 | 17.5679 | 17.8833 | 18.4089 | 18.7239 | 19.0392 |
| 27 | 14.7832 | 15.0987 | 15.7555 | 16.0709 | 16.7273 | 17.0426 | 17.5679 | 17.8833 | 18.4089 | 18.7239 | 19.0392 |
| 28 | 14.9118 | 15.2305 | 15.8934 | 16.2122 | 16.8754 | 17.1937 | 17.7243 | 18.0429 | 18.5732 | 18.8918 | 19.2103 |
| 29 | 15.0405 | 15.3621 | 16.0317 | 16.3537 | 17.0230 | 17.3450 | 17.8812 | 18.2017 | 18.7377 | 19.0590 | 19.3806 |

**1.2. : DEEL 2**

| Anciënniteit | Categorie | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0.1 Poetsvrouwen | 0.2 Poetsvrouwen | 2.1 Gewone arbeiders | 2.2 - 3.1 Gewone arbeiders | 3.2 Gespecialiseerde arbeiders | 3.3 - 4.1 Gespecialiseerde arbeiders | 4.2 Geschoolde arbeiders | 4.3 - 5.1 Geschoolde arbeiders | 5.2 1e Geschoolde arbeiders | 5.3 1e Geschoolde arbeiders |
| 0A | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 0B | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 1 | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 2 | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 3 | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 4 | 12.8742 | 13.1927 | 13.9002 | 14.2541 | 14.3288 | 14.5382 | 14.8904 | 15.2467 | 15.6146 | 15.8158 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 5 | 12.87 42 | 13.19 27 | 13.90 02 | 14.25 41 | 14.32 88 | 14.53 82 | 14.89 04 | 15.24 67 | 15.61 46 | 15.81 58 |
| 6 | 12.96 85 | 13.29 05 | 14.00 52 | 14.36 32 | 14.43 86 | 14.65 15 | 15.00 72 | 15.36 74 | 15.73 89 | 15.94 13 |
| 7 | 12.96 85 | 13.29 05 | 14.00 52 | 14.36 32 | 14.43 86 | 14.65 15 | 15.00 72 | 15.36 74 | 15.73 89 | 15.94 13 |
| 8 | 13.06 37 | 13.38 83 | 14.11 05 | 14.47 20 | 14.54 79 | 14.76 41 | 15.12 36 | 15.48 76 | 15.86 24 | 16.06 78 |
| 9 | 13.06 37 | 13.38 83 | 14.11 05 | 14.47 20 | 14.54 79 | 14.76 41 | 15.12 36 | 15.48 76 | 15.86 24 | 16.06 78 |
| 10 | 13.15 82 | 13.48 62 | 14.21 57 | 14.58 05 | 14.65 77 | 14.87 73 | 15.24 05 | 15.60 70 | 15.98 62 | 16.19 38 |
| 11 | 13.15 82 | 13.48 62 | 14.21 57 | 14.58 05 | 14.65 77 | 14.87 73 | 15.24 05 | 15.60 70 | 15.98 62 | 16.19 38 |
| 12 | 13.25 29 | 13.58 43 | 14.32 05 | 14.68 94 | 14.76 72 | 14.99 02 | 15.35 65 | 15.72 76 | 16.11 03 | 16.32 01 |
| 13 | 13.25 29 | 13.58 43 | 14.32 05 | 14.68 94 | 14.76 72 | 14.99 02 | 15.35 65 | 15.72 76 | 16.11 03 | 16.32 01 |
| 14 | 13.34 78 | 13.68 21 | 14.42 56 | 14.79 85 | 14.87 69 | 15.10 34 | 15.47 36 | 15.84 76 | 16.23 43 | 16.44 61 |
| 15 | 13.34 78 | 13.68 21 | 14.42 56 | 14.79 85 | 14.87 69 | 15.10 34 | 15.47 36 | 15.84 76 | 16.23 43 | 16.44 61 |
| 16 | 13.44 25 | 13.78 01 | 14.53 10 | 14.90 68 | 14.98 63 | 15.21 63 | 15.59 05 | 15.96 83 | 16.35 83 | 16.57 28 |
| 17 | 13.44 25 | 13.78 01 | 14.53 10 | 14.90 68 | 14.98 63 | 15.21 63 | 15.59 05 | 15.96 83 | 16.35 83 | 16.57 28 |
| 18 | 13.53 69 | 13.87 80 | 14.63 64 | 15.01 57 | 15.09 60 | 15.32 94 | 15.70 68 | 16.08 83 | 16.48 28 | 16.69 86 |
| 19 | 13.53 69 | 13.87 80 | 14.63 64 | 15.01 57 | 15.09 60 | 15.32 94 | 15.70 68 | 16.08 83 | 16.48 28 | 16.69 86 |
| 20 | 13.63 23 | 13.97 61 | 14.74 15 | 15.12 46 | 15.20 54 | 15.44 21 | 15.82 37 | 16.20 86 | 16.60 63 | 16.82 46 |
| 21 | 13.63 23 | 13.97 61 | 14.74 15 | 15.12 46 | 15.20 54 | 15.44 21 | 15.82 37 | 16.20 86 | 16.60 63 | 16.82 46 |
| 22 | 13.72 66 | 14.07 36 | 14.84 66 | 15.23 28 | 15.31 53 | 15.55 58 | 15.94 04 | 16.32 91 | 16.73 06 | 16.95 08 |
| 23 | 13.72 66 | 14.07 36 | 14.84 66 | 15.23 28 | 15.31 53 | 15.55 58 | 15.94 04 | 16.32 91 | 16.73 06 | 16.95 08 |
| 24 | 13.82 13 | 14.17 17 | 14.95 17 | 15.34 23 | 15.42 46 | 15.66 87 | 16.05 67 | 16.44 91 | 16.85 45 | 17.07 71 |
| 25 | 13.82 13 | 14.17 17 | 14.95 17 | 15.34 23 | 15.42 46 | 15.66 87 | 16.05 67 | 16.44 91 | 16.85 45 | 17.07 71 |
| 26 | 13.91 61 | 14.26 95 | 15.05 70 | 15.45 10 | 15.53 42 | 15.78 14 | 16.17 36 | 16.56 94 | 16.97 80 | 17.20 29 |
| 27 | 13.91 61 | 14.26 95 | 15.05 70 | 15.45 10 | 15.53 42 | 15.78 14 | 16.17 36 | 16.56 94 | 16.97 80 | 17.20 29 |
| 28 | 14.01 11 | 14.36 78 | 15.16 22 | 15.55 91 | 15.64 38 | 15.89 44 | 16.28 96 | 16.68 96 | 17.10 23 | 17.32 93 |
| 29 | 14.15 29 | 14.51 49 | 15.32 04 | 15.72 25 | 15.80 82 | 16.06 47 | 16.46 42 | 16.87 01 | 17.28 86 | 17.51 91 |

**1.3. : DEEL 3**

| Anciënniteit | Categorie | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 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 | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 0B | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 1 | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 2 | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 3 | 12.8026 | 13.1194 | 13.8213 | 14.1728 | 14.2468 | 14.4532 | 14.8028 | 15.1570 | 15.5215 | 15.7208 |
| 4 | 12.8742 | 13.1927 | 13.9002 | 14.2541 | 14.3288 | 14.5382 | 14.8904 | 15.2467 | 15.6146 | 15.8158 |
| 5 | 12.8742 | 13.1927 | 13.9002 | 14.2541 | 14.3288 | 14.5382 | 14.8904 | 15.2467 | 15.6146 | 15.8158 |
| 6 | 12.9685 | 13.2905 | 14.0052 | 14.3632 | 14.4386 | 14.6515 | 15.0072 | 15.3674 | 15.7389 | 15.9413 |
| 7 | 12.9685 | 13.2905 | 14.0052 | 14.3632 | 14.4386 | 14.6515 | 15.0072 | 15.3674 | 15.7389 | 15.9413 |
| 8 | 13.0637 | 13.3883 | 14.1105 | 14.4720 | 14.5479 | 14.7641 | 15.1236 | 15.4876 | 15.8624 | 16.0678 |
| 9 | 13.0637 | 13.3883 | 14.1105 | 14.4720 | 14.5479 | 14.7641 | 15.1236 | 15.4876 | 15.8624 | 16.0678 |
| 10 | 13.1582 | 13.4862 | 14.2157 | 14.5805 | 14.6577 | 14.8773 | 15.2405 | 15.6070 | 15.9862 | 16.1938 |
| 11 | 13.1582 | 13.4862 | 14.2157 | 14.5805 | 14.6577 | 14.8773 | 15.2405 | 15.6070 | 15.9862 | 16.1938 |
| 12 | 13.2529 | 13.5843 | 14.3205 | 14.6894 | 14.7672 | 14.9902 | 15.3565 | 15.7276 | 16.1103 | 16.3201 |
| 13 | 13.2529 | 13.5843 | 14.3205 | 14.6894 | 14.7672 | 14.9902 | 15.3565 | 15.7276 | 16.1103 | 16.3201 |
| 14 | 13.3478 | 13.6821 | 14.4256 | 14.7985 | 14.8769 | 15.1034 | 15.4736 | 15.8476 | 16.2343 | 16.4461 |
| 15 | 13.3478 | 13.6821 | 14.4256 | 14.7985 | 14.8769 | 15.1034 | 15.4736 | 15.8476 | 16.2343 | 16.4461 |
| 16 | 13.4425 | 13.7801 | 14.5310 | 14.9068 | 14.9863 | 15.2163 | 15.5905 | 15.9683 | 16.3583 | 16.5728 |
| 17 | 13.4425 | 13.7801 | 14.5310 | 14.9068 | 14.9863 | 15.2163 | 15.5905 | 15.9683 | 16.3583 | 16.5728 |
| 18 | 13.5369 | 13.8780 | 14.6364 | 15.0157 | 15.0960 | 15.3294 | 15.7068 | 16.0883 | 16.4828 | 16.6986 |
| 19 | 13.5369 | 13.8780 | 14.6364 | 15.0157 | 15.0960 | 15.3294 | 15.7068 | 16.0883 | 16.4828 | 16.6986 |
| 20 | 13.6323 | 13.9761 | 14.7415 | 15.1246 | 15.2054 | 15.4421 | 15.8237 | 16.2086 | 16.6063 | 16.8246 |
| 21 | 13.6323 | 13.9761 | 14.7415 | 15.1246 | 15.2054 | 15.4421 | 15.8237 | 16.2086 | 16.6063 | 16.8246 |
| 22 | 13.7266 | 14.0736 | 14.8466 | 15.2328 | 15.3153 | 15.5558 | 15.9404 | 16.3291 | 16.7306 | 16.9508 |
| 23 | 13.7266 | 14.0736 | 14.8466 | 15.2328 | 15.3153 | 15.5558 | 15.9404 | 16.3291 | 16.7306 | 16.9508 |

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|---|---|---|---|---|---|---|---|---|---|---|
| 24 | 13.8213 | 14.1717 | 14.9517 | 15.3423 | 15.4246 | 15.6687 | 16.0567 | 16.4491 | 16.8545 | 17.0771 |
| 25 | 13.8213 | 14.1717 | 14.9517 | 15.3423 | 15.4246 | 15.6687 | 16.0567 | 16.4491 | 16.8545 | 17.0771 |
| 26 | 13.9161 | 14.2695 | 15.0570 | 15.4510 | 15.5342 | 15.7814 | 16.1736 | 16.5694 | 16.9780 | 17.2029 |
| 27 | 13.9161 | 14.2695 | 15.0570 | 15.4510 | 15.5342 | 15.7814 | 16.1736 | 16.5694 | 16.9780 | 17.2029 |
| 28 | 14.0111 | 14.3678 | 15.1622 | 15.5591 | 15.6438 | 15.8944 | 16.2896 | 16.6896 | 17.1023 | 17.3293 |
| 29 | 14.1529 | 14.5149 | 15.3204 | 15.7225 | 15.8082 | 16.0647 | 16.4642 | 16.8701 | 17.2886 | 17.5191 |

## 2. : Studenten met een studentenovereenkomst-loontrekkenden

| Leeftijd | |
|---|---|
| 21 | 11.0499 |
| 20 | 9.7878 |
| 19 | 9.1630 |
| 18 | 8.5383 |
| 17 | 7.9135 |
| 16 | 7.2888 |
| 15 | 7.2888 |

## 3. : Studenten met een studentenovereenkomst-weddetrekkenden

| Leeftijd | |
|---|---|
| 21 | 1771.6443 |
| 20 | 1569.2900 |
| 19 | 1469.1200 |
| 18 | 1368.9600 |
| 17 | 1268.7900 |
| 16 | 1168.6200 |
| 15 | 1168.6200 |