FEDERALE OVERHEIDSDIENST
Werkgelegenheid, Arbeid
en Sociaal Overleg

# Minimumlonen per Paritair (Sub)Comité

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

Inwerkingtreding 01/10/2021 (Laatst bewerkt 14/10/2021)

Indexatie met 2,00 % in 10/2021.

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 | 13.5 722 | 13.8 561 | 14.4 471 | 14.7 311 | 15.3 218 | 15.6 056 | 16.0 786 | 16.3 625 | 16.8 350 | 17.1 188 | 17.4 024 |
| 0B | 13.5 722 | 13.8 561 | 14.4 471 | 14.7 311 | 15.3 218 | 15.6 056 | 16.0 786 | 16.3 625 | 16.8 350 | 17.1 188 | 17.4 024 |
| 1 | 13.5 722 | 13.8 561 | 14.4 471 | 14.7 311 | 15.3 218 | 15.6 056 | 16.0 786 | 16.3 625 | 16.8 350 | 17.1 188 | 17.4 024 |
| 2 | 13.5 722 | 13.8 561 | 14.4 471 | 14.7 311 | 15.3 218 | 15.6 056 | 16.0 786 | 16.3 625 | 16.8 350 | 17.1 188 | 17.4 024 |
| 3 | 13.5 722 | 13.8 561 | 14.4 471 | 14.7 311 | 15.3 218 | 15.6 056 | 16.0 786 | 16.3 625 | 16.8 350 | 17.1 188 | 17.4 024 |
| 4 | 13.6 999 | 13.9 869 | 14.5 842 | 14.8 713 | 15.4 688 | 15.7 559 | 16.2 338 | 16.5 203 | 16.9 989 | 17.2 854 | 17.5 718 |
| 5 | 13.6 999 | 13.9 869 | 14.5 842 | 14.8 713 | 15.4 688 | 15.7 559 | 16.2 338 | 16.5 203 | 16.9 989 | 17.2 854 | 17.5 718 |
| 6 | 13.9 556 | 14.2 486 | 14.8 591 | 15.1 520 | 15.7 625 | 16.0 554 | 16.5 435 | 16.8 371 | 17.3 253 | 17.6 180 | 17.9 108 |
| 7 | 13.9 556 | 14.2 486 | 14.8 591 | 15.1 520 | 15.7 625 | 16.0 554 | 16.5 435 | 16.8 371 | 17.3 253 | 17.6 180 | 17.9 108 |
| 8 | 14.2 112 | 14.5 100 | 15.1 334 | 15.4 331 | 16.0 561 | 16.3 554 | 16.8 541 | 17.1 530 | 17.6 519 | 17.9 513 | 18.2 504 |
| 9 | 14.2 112 | 14.5 100 | 15.1 334 | 15.4 331 | 16.0 561 | 16.3 554 | 16.8 541 | 17.1 530 | 17.6 519 | 17.9 513 | 18.2 504 |
| 10 | 14.4 668 | 14.7 725 | 15.4 083 | 15.7 137 | 16.3 499 | 16.6 554 | 17.1 646 | 17.4 694 | 17.9 787 | 18.2 841 | 18.5 894 |
| 11 | 14.4 668 | 14.7 725 | 15.4 083 | 15.7 137 | 16.3 499 | 16.6 554 | 17.1 646 | 17.4 694 | 17.9 787 | 18.2 841 | 18.5 894 |
| 12 | 14.6 019 | 14.9 104 | 15.5 538 | 15.8 622 | 16.5 056 | 16.8 140 | 17.3 287 | 17.6 368 | 18.1 516 | 18.4 605 | 18.7 692 |
| 13 | 14.6 019 | 14.9 104 | 15.5 538 | 15.8 622 | 16.5 056 | 16.8 140 | 17.3 287 | 17.6 368 | 18.1 516 | 18.4 605 | 18.7 692 |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 14 | 14.7375 | 15.0493 | 15.6989 | 16.0108 | 16.6610 | 16.9731 | 17.4928 | 17.8047 | 18.3249 | 18.6366 | 18.9487 |
| 15 | 14.7375 | 15.0493 | 15.6989 | 16.0108 | 16.6610 | 16.9731 | 17.4928 | 17.8047 | 18.3249 | 18.6366 | 18.9487 |
| 16 | 14.8724 | 15.1882 | 15.8449 | 16.1596 | 16.8167 | 17.1316 | 17.6570 | 17.9723 | 18.4975 | 18.8131 | 19.1284 |
| 17 | 14.8724 | 15.1882 | 15.8449 | 16.1596 | 16.8167 | 17.1316 | 17.6570 | 17.9723 | 18.4975 | 18.8131 | 19.1284 |
| 18 | 15.0080 | 15.3265 | 15.9901 | 16.3090 | 16.9725 | 17.2907 | 17.8211 | 18.1397 | 18.6707 | 18.9891 | 19.3075 |
| 19 | 15.0080 | 15.3265 | 15.9901 | 16.3090 | 16.9725 | 17.2907 | 17.8211 | 18.1397 | 18.6707 | 18.9891 | 19.3075 |
| 20 | 15.1435 | 15.4651 | 16.1358 | 16.4575 | 17.1278 | 17.4493 | 17.9864 | 18.3080 | 18.8440 | 19.1654 | 19.4870 |
| 21 | 15.1435 | 15.4651 | 16.1358 | 16.4575 | 17.1278 | 17.4493 | 17.9864 | 18.3080 | 18.8440 | 19.1654 | 19.4870 |
| 22 | 15.2789 | 15.6041 | 16.2810 | 16.6062 | 17.2837 | 17.6080 | 18.1505 | 18.4756 | 19.0168 | 19.3420 | 19.6673 |
| 23 | 15.2789 | 15.6041 | 16.2810 | 16.6062 | 17.2837 | 17.6080 | 18.1505 | 18.4756 | 19.0168 | 19.3420 | 19.6673 |
| 24 | 15.4142 | 15.7428 | 16.4269 | 16.7548 | 17.4389 | 17.7671 | 18.3143 | 18.6431 | 19.1900 | 19.5186 | 19.8470 |
| 25 | 15.4142 | 15.7428 | 16.4269 | 16.7548 | 17.4389 | 17.7671 | 18.3143 | 18.6431 | 19.1900 | 19.5186 | 19.8470 |
| 26 | 15.5496 | 15.8815 | 16.5723 | 16.9042 | 17.5945 | 17.9262 | 18.4786 | 18.8104 | 19.3633 | 19.6947 | 20.0263 |
| 27 | 15.5496 | 15.8815 | 16.5723 | 16.9042 | 17.5945 | 17.9262 | 18.4786 | 18.8104 | 19.3633 | 19.6947 | 20.0263 |
| 28 | 15.6848 | 16.0201 | 16.7174 | 17.0527 | 17.7502 | 18.0851 | 18.6433 | 18.9783 | 19.5362 | 19.8712 | 20.2062 |
| 29 | 15.8202 | 16.1585 | 16.8628 | 17.2016 | 17.9056 | 18.2442 | 18.8083 | 19.1453 | 19.7092 | 20.0471 | 20.3854 |

**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 | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 0B | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 1 | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 2 | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 3 | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 4 | 13.5416 | 13.8767 | 14.6209 | 14.9931 | 15.0716 | 15.2919 | 15.6624 | 16.0372 | 16.4241 | 16.6358 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 5 | 13.5416 | 13.8767 | 14.6209 | 14.9931 | 15.0716 | 15.2919 | 15.6624 | 16.0372 | 16.4241 | 16.6358 |
| 6 | 13.6409 | 13.9795 | 14.7314 | 15.1078 | 15.1871 | 15.4112 | 15.7852 | 16.1640 | 16.5548 | 16.7678 |
| 7 | 13.6409 | 13.9795 | 14.7314 | 15.1078 | 15.1871 | 15.4112 | 15.7852 | 16.1640 | 16.5548 | 16.7678 |
| 8 | 13.7409 | 14.0824 | 14.8420 | 15.2223 | 15.3021 | 15.5295 | 15.9077 | 16.2906 | 16.6848 | 16.9008 |
| 9 | 13.7409 | 14.0824 | 14.8420 | 15.2223 | 15.3021 | 15.5295 | 15.9077 | 16.2906 | 16.6848 | 16.9008 |
| 10 | 13.8404 | 14.1853 | 14.9527 | 15.3364 | 15.4176 | 15.6486 | 16.0306 | 16.4162 | 16.8149 | 17.0333 |
| 11 | 13.8404 | 14.1853 | 14.9527 | 15.3364 | 15.4176 | 15.6486 | 16.0306 | 16.4162 | 16.8149 | 17.0333 |
| 12 | 13.9400 | 14.2886 | 15.0630 | 15.4510 | 15.5328 | 15.7674 | 16.1526 | 16.5430 | 16.9456 | 17.1662 |
| 13 | 13.9400 | 14.2886 | 15.0630 | 15.4510 | 15.5328 | 15.7674 | 16.1526 | 16.5430 | 16.9456 | 17.1662 |
| 14 | 14.0398 | 14.3915 | 15.1735 | 15.5657 | 15.6481 | 15.8864 | 16.2758 | 16.6691 | 17.0760 | 17.2987 |
| 15 | 14.0398 | 14.3915 | 15.1735 | 15.5657 | 15.6481 | 15.8864 | 16.2758 | 16.6691 | 17.0760 | 17.2987 |
| 16 | 14.1394 | 14.4945 | 15.2843 | 15.6796 | 15.7632 | 16.0052 | 16.3987 | 16.7962 | 17.2064 | 17.4320 |
| 17 | 14.1394 | 14.4945 | 15.2843 | 15.6796 | 15.7632 | 16.0052 | 16.3987 | 16.7962 | 17.2064 | 17.4320 |
| 18 | 14.2387 | 14.5975 | 15.3952 | 15.7942 | 15.8786 | 16.1242 | 16.5211 | 16.9224 | 17.3373 | 17.5643 |
| 19 | 14.2387 | 14.5975 | 15.3952 | 15.7942 | 15.8786 | 16.1242 | 16.5211 | 16.9224 | 17.3373 | 17.5643 |
| 20 | 14.3391 | 14.7006 | 15.5058 | 15.9087 | 15.9938 | 16.2427 | 16.6442 | 17.0489 | 17.4673 | 17.6969 |
| 21 | 14.3391 | 14.7006 | 15.5058 | 15.9087 | 15.9938 | 16.2427 | 16.6442 | 17.0489 | 17.4673 | 17.6969 |
| 22 | 14.4383 | 14.8033 | 15.6163 | 16.0226 | 16.1094 | 16.3622 | 16.7668 | 17.1757 | 17.5980 | 17.8296 |
| 23 | 14.4383 | 14.8033 | 15.6163 | 16.0226 | 16.1094 | 16.3622 | 16.7668 | 17.1757 | 17.5980 | 17.8296 |
| 24 | 14.5379 | 14.9065 | 15.7269 | 16.1377 | 16.2243 | 16.4811 | 16.8892 | 17.3019 | 17.7283 | 17.9624 |
| 25 | 14.5379 | 14.9065 | 15.7269 | 16.1377 | 16.2243 | 16.4811 | 16.8892 | 17.3019 | 17.7283 | 17.9624 |
| 26 | 14.6376 | 15.0093 | 15.8376 | 16.2521 | 16.3396 | 16.5996 | 17.0121 | 17.4284 | 17.8583 | 18.0947 |
| 27 | 14.6376 | 15.0093 | 15.8376 | 16.2521 | 16.3396 | 16.5996 | 17.0121 | 17.4284 | 17.8583 | 18.0947 |
| 28 | 14.7375 | 15.1126 | 15.9483 | 16.3658 | 16.4548 | 16.7184 | 17.1342 | 17.5549 | 17.9889 | 18.2277 |
| 29 | 14.8867 | 15.2675 | 16.1147 | 16.5376 | 16.6277 | 16.8975 | 17.3178 | 17.7447 | 18.1850 | 18.4273 |

**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 | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 0B | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 1 | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 2 | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 3 | 13.4663 | 13.7996 | 14.5379 | 14.9076 | 14.9854 | 15.2025 | 15.5702 | 15.9428 | 16.3261 | 16.5358 |
| 4 | 13.5416 | 13.8767 | 14.6209 | 14.9931 | 15.0716 | 15.2919 | 15.6624 | 16.0372 | 16.4241 | 16.6358 |
| 5 | 13.5416 | 13.8767 | 14.6209 | 14.9931 | 15.0716 | 15.2919 | 15.6624 | 16.0372 | 16.4241 | 16.6358 |
| 6 | 13.6409 | 13.9795 | 14.7314 | 15.1078 | 15.1871 | 15.4112 | 15.7852 | 16.1640 | 16.5548 | 16.7678 |
| 7 | 13.6409 | 13.9795 | 14.7314 | 15.1078 | 15.1871 | 15.4112 | 15.7852 | 16.1640 | 16.5548 | 16.7678 |
| 8 | 13.7409 | 14.0824 | 14.8420 | 15.2223 | 15.3021 | 15.5295 | 15.9077 | 16.2906 | 16.6848 | 16.9008 |
| 9 | 13.7409 | 14.0824 | 14.8420 | 15.2223 | 15.3021 | 15.5295 | 15.9077 | 16.2906 | 16.6848 | 16.9008 |
| 10 | 13.8404 | 14.1853 | 14.9527 | 15.3364 | 15.4176 | 15.6486 | 16.0306 | 16.4162 | 16.8149 | 17.0333 |
| 11 | 13.8404 | 14.1853 | 14.9527 | 15.3364 | 15.4176 | 15.6486 | 16.0306 | 16.4162 | 16.8149 | 17.0333 |
| 12 | 13.9400 | 14.2886 | 15.0630 | 15.4510 | 15.5328 | 15.7674 | 16.1526 | 16.5430 | 16.9456 | 17.1662 |
| 13 | 13.9400 | 14.2886 | 15.0630 | 15.4510 | 15.5328 | 15.7674 | 16.1526 | 16.5430 | 16.9456 | 17.1662 |
| 14 | 14.0398 | 14.3915 | 15.1735 | 15.5657 | 15.6481 | 15.8864 | 16.2758 | 16.6691 | 17.0760 | 17.2987 |
| 15 | 14.0398 | 14.3915 | 15.1735 | 15.5657 | 15.6481 | 15.8864 | 16.2758 | 16.6691 | 17.0760 | 17.2987 |
| 16 | 14.1394 | 14.4945 | 15.2843 | 15.6796 | 15.7632 | 16.0052 | 16.3987 | 16.7962 | 17.2064 | 17.4320 |
| 17 | 14.1394 | 14.4945 | 15.2843 | 15.6796 | 15.7632 | 16.0052 | 16.3987 | 16.7962 | 17.2064 | 17.4320 |
| 18 | 14.2387 | 14.5975 | 15.3952 | 15.7942 | 15.8786 | 16.1242 | 16.5211 | 16.9224 | 17.3373 | 17.5643 |
| 19 | 14.2387 | 14.5975 | 15.3952 | 15.7942 | 15.8786 | 16.1242 | 16.5211 | 16.9224 | 17.3373 | 17.5643 |
| 20 | 14.3391 | 14.7006 | 15.5058 | 15.9087 | 15.9938 | 16.2427 | 16.6442 | 17.0489 | 17.4673 | 17.6969 |
| 21 | 14.3391 | 14.7006 | 15.5058 | 15.9087 | 15.9938 | 16.2427 | 16.6442 | 17.0489 | 17.4673 | 17.6969 |
| 22 | 14.4383 | 14.8033 | 15.6163 | 16.0226 | 16.1094 | 16.3622 | 16.7668 | 17.1757 | 17.5980 | 17.8296 |
| 23 | 14.4383 | 14.8033 | 15.6163 | 16.0226 | 16.1094 | 16.3622 | 16.7668 | 17.1757 | 17.5980 | 17.8296 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 24 | 14.5379 | 14.9065 | 15.7269 | 16.1377 | 16.2243 | 16.4811 | 16.8892 | 17.3019 | 17.7283 | 17.9624 |
| 25 | 14.5379 | 14.9065 | 15.7269 | 16.1377 | 16.2243 | 16.4811 | 16.8892 | 17.3019 | 17.7283 | 17.9624 |
| 26 | 14.6376 | 15.0093 | 15.8376 | 16.2521 | 16.3396 | 16.5996 | 17.0121 | 17.4284 | 17.8583 | 18.0947 |
| 27 | 14.6376 | 15.0093 | 15.8376 | 16.2521 | 16.3396 | 16.5996 | 17.0121 | 17.4284 | 17.8583 | 18.0947 |
| 28 | 14.7375 | 15.1126 | 15.9483 | 16.3658 | 16.4548 | 16.7184 | 17.1342 | 17.5549 | 17.9889 | 18.2277 |
| 29 | 14.8867 | 15.2675 | 16.1147 | 16.5376 | 16.6277 | 16.8975 | 17.3178 | 17.7447 | 18.1850 | 18.4273 |

## 2. : Studenten met een studentenovereenkomst-loontrekkenden

| Leeftijd | |
|---|---|
| 21 | 12.6928 |
| 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 | 2035.05 |
| 20 | 1569.29 |
| 19 | 1469.12 |
| 18 | 1368.96 |
| 17 | 1268.79 |
| 16 | 1168.62 |
| 15 | 1168.62 |