

# Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3290230: franse gemeenschapscommissie van het brussels hoofdstedelijk gewest

Inwerkingtreding 01/04/2020 (Laatst bewerkt 28/07/2020)

Indexatie met 2% in 4/2020.

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

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

### 1.1. LONEN: Echelon 1

| Anciënniteit<br>(maanden) | Jaarlijks | Maandelijks | Per uur |
|---------------------------|-----------|-------------|---------|
| 0                         | 21348.95  | 1779.09     | 10.80   |
| 1                         | 23137.18  | 1928.11     | 11.71   |
| 2                         | 23258.88  | 1938.26     | 11.77   |
| 3                         | 23380.55  | 1948.38     | 11.83   |
| 4                         | 23501.84  | 1958.50     | 11.89   |
| 5                         | 23623.12  | 1968.58     | 11.96   |
| 6                         | 23744.84  | 1978.73     | 12.02   |
| 7                         | 23866.54  | 1988.86     | 12.08   |
| 8                         | 23988.21  | 1999.02     | 12.14   |
| 9                         | 24109.49  | 2009.10     | 12.20   |
| 10                        | 24858.02  | 2071.52     | 12.58   |
| 11                        | 24979.31  | 2081.62     | 12.64   |
| 12                        | 25100.59  | 2091.74     | 12.70   |
| 13                        | 25222.29  | 2101.88     | 12.76   |
| 14                        | 25343.98  | 2111.99     | 12.83   |
| 15                        | 25465.69  | 2122.13     | 12.89   |
| 16                        | 25587.40  | 2132.31     | 12.95   |
| 17                        | 25708.26  | 2142.35     | 13.01   |
| 18                        | 25829.95  | 2152.50     | 13.07   |
| 19                        | 25951.65  | 2162.64     | 13.13   |
| 20                        | 26073.33  | 2172.78     | 13.20   |
| 21                        | 26194.63  | 2182.88     | 13.26   |
| 22                        | 26316.30  | 2193.03     | 13.32   |
| 23                        | 26437.61  | 2203.14     | 13.38   |
| 24                        | 26559.28  | 2213.27     | 13.44   |
| 25                        | 26680.99  | 2223.41     | 13.50   |
| 26                        | 26802.24  | 2233.55     | 13.56   |
| 27                        | 26923.96  | 2243.66     | 13.63   |
| 28                        | 26923.96  | 2243.66     | 13.63   |
| 29                        | 26923.96  | 2243.66     | 13.63   |

|    |          |         |       |
|----|----------|---------|-------|
| 30 | 26923.96 | 2243.66 | 13.63 |
| 31 | 26923.96 | 2243.66 | 13.63 |

## 1.2. LONEN: Echelon 2

| Anciënniteit<br>(maanden) | Catégorie |             |         |
|---------------------------|-----------|-------------|---------|
|                           | Jaarlijks | Maandelijks | Per uur |
| 0                         | 23389.94  | 1949.18     | 11.84   |
| 1                         | 25239.06  | 2103.26     | 12.77   |
| 2                         | 25482.01  | 2123.51     | 12.90   |
| 3                         | 25724.99  | 2143.74     | 13.02   |
| 4                         | 25967.97  | 2163.99     | 13.14   |
| 5                         | 26210.93  | 2184.26     | 13.26   |
| 6                         | 26453.94  | 2204.48     | 13.39   |
| 7                         | 26696.91  | 2224.76     | 13.51   |
| 8                         | 26940.27  | 2245.02     | 13.63   |
| 9                         | 27182.87  | 2265.25     | 13.76   |
| 10                        | 28136.39  | 2344.69     | 14.24   |
| 11                        | 28427.97  | 2369.01     | 14.39   |
| 12                        | 28719.53  | 2393.28     | 14.53   |
| 13                        | 29011.10  | 2417.60     | 14.68   |
| 14                        | 29302.26  | 2441.86     | 14.83   |
| 15                        | 29593.84  | 2466.17     | 14.98   |
| 16                        | 29885.42  | 2490.44     | 15.12   |
| 17                        | 30177.03  | 2514.76     | 15.27   |
| 18                        | 30468.54  | 2539.05     | 15.42   |
| 19                        | 30760.12  | 2563.34     | 15.57   |
| 20                        | 31051.70  | 2587.65     | 15.71   |
| 21                        | 31342.88  | 2611.90     | 15.86   |
| 22                        | 31634.46  | 2636.20     | 16.01   |
| 23                        | 31926.04  | 2660.48     | 16.16   |
| 24                        | 32217.62  | 2684.81     | 16.30   |
| 25                        | 32509.16  | 2709.10     | 16.45   |
| 26                        | 32800.74  | 2733.38     | 16.60   |
| 27                        | 33092.31  | 2757.71     | 16.75   |
| 28                        | 33383.48  | 2781.96     | 16.89   |
| 29                        | 33679.14  | 2806.59     | 17.04   |
| 30                        | 33679.14  | 2806.59     | 17.04   |
| 31                        | 33679.14  | 2806.59     | 17.04   |

## 1.3. LONEN: Echelon 3

| Anciënniteit<br>(maanden) | Catégorie |             |         |
|---------------------------|-----------|-------------|---------|
|                           | Jaarlijks | Maandelijks | Per uur |
| 0                         | 26447.77  | 2203.98     | 13.38   |
| 1                         | 28456.71  | 2371.40     | 14.40   |
| 2                         | 28456.71  | 2371.40     | 14.40   |
| 3                         | 29737.13  | 2478.10     | 15.05   |
| 4                         | 29737.13  | 2478.10     | 15.05   |

|    |          |         |       |
|----|----------|---------|-------|
| 5  | 31075.45 | 2589.63 | 15.73 |
| 6  | 31075.45 | 2589.63 | 15.73 |
| 7  | 32473.77 | 2706.15 | 16.43 |
| 8  | 32473.77 | 2706.15 | 16.43 |
| 9  | 33934.93 | 2827.93 | 17.17 |
| 10 | 33934.93 | 2827.93 | 17.17 |
| 11 | 35461.94 | 2955.15 | 17.95 |
| 12 | 35461.94 | 2955.15 | 17.95 |
| 13 | 37057.68 | 3088.12 | 18.75 |
| 14 | 37057.68 | 3088.12 | 18.75 |
| 15 | 38281.06 | 3190.07 | 19.37 |
| 16 | 38281.06 | 3190.07 | 19.37 |
| 17 | 38888.76 | 3240.73 | 19.68 |
| 18 | 38888.76 | 3240.73 | 19.68 |
| 19 | 39834.27 | 3319.51 | 20.16 |
| 20 | 39834.27 | 3319.51 | 20.16 |
| 21 | 40779.80 | 3398.32 | 20.64 |
| 22 | 40779.80 | 3398.32 | 20.64 |
| 23 | 41725.34 | 3477.12 | 21.12 |
| 24 | 41725.34 | 3477.12 | 21.12 |
| 25 | 42670.88 | 3555.91 | 21.59 |
| 26 | 42670.88 | 3555.91 | 21.59 |
| 27 | 43616.40 | 3634.71 | 22.07 |
| 28 | 43616.40 | 3634.71 | 22.07 |
| 29 | 43616.40 | 3634.71 | 22.07 |
| 30 | 43616.40 | 3634.71 | 22.07 |
| 31 | 43616.40 | 3634.71 | 22.07 |

#### 1.4. LONEN: Echelon 4.1

| Anciënniteit<br>(maanden) | Catégorie |             |         |
|---------------------------|-----------|-------------|---------|
|                           | Jaarlijks | Maandelijks | Per uur |
| 0                         | 28662.45  | 2388.55     | 14.51   |
| 1                         | 30748.89  | 2562.42     | 15.56   |
| 2                         | 30748.89  | 2562.42     | 15.56   |
| 3                         | 32209.26  | 2684.11     | 16.30   |
| 4                         | 32209.26  | 2684.11     | 16.30   |
| 5                         | 33739.17  | 2811.60     | 17.07   |
| 6                         | 33739.17  | 2811.60     | 17.07   |
| 7                         | 35342.00  | 2945.16     | 17.89   |
| 8                         | 35342.00  | 2945.16     | 17.89   |
| 9                         | 37020.60  | 3085.05     | 18.74   |
| 10                        | 37020.60  | 3085.05     | 18.74   |
| 11                        | 38779.21  | 3231.59     | 19.63   |
| 12                        | 38779.21  | 3231.59     | 19.63   |
| 13                        | 40621.12  | 3385.09     | 20.56   |
| 14                        | 40621.12  | 3385.09     | 20.56   |
| 15                        | 42246.02  | 3520.51     | 21.38   |

|    |          |         |       |
|----|----------|---------|-------|
| 16 | 42246.02 | 3520.51 | 21.38 |
| 17 | 43935.91 | 3661.31 | 22.23 |
| 18 | 43935.91 | 3661.31 | 22.23 |
| 19 | 45693.28 | 3807.77 | 23.12 |
| 20 | 45693.28 | 3807.77 | 23.12 |
| 21 | 47521.01 | 3960.09 | 24.05 |
| 22 | 47660.95 | 3971.76 | 24.12 |
| 23 | 48606.49 | 4050.54 | 24.60 |
| 24 | 48606.49 | 4050.54 | 24.60 |
| 25 | 49552.03 | 4129.33 | 25.08 |
| 26 | 49552.03 | 4129.33 | 25.08 |
| 27 | 50497.12 | 4208.09 | 25.56 |
| 28 | 50497.12 | 4208.09 | 25.56 |
| 29 | 50497.12 | 4208.09 | 25.56 |
| 30 | 50497.12 | 4208.09 | 25.56 |
| 31 | 50497.12 | 4208.09 | 25.56 |

## 1.5. LONEN: Echelon 4.2

| Anciënniteit<br>(maanden) | Catégorie |             |         |
|---------------------------|-----------|-------------|---------|
|                           | Jaarlijks | Maandelijks | Per uur |
| 0                         | 33820.03  | 2818.31     | 17.12   |
| 1                         | 35553.96  | 2962.85     | 17.99   |
| 2                         | 35553.96  | 2962.85     | 17.99   |
| 3                         | 36814.96  | 3067.93     | 18.63   |
| 4                         | 36814.96  | 3067.93     | 18.63   |
| 5                         | 38075.19  | 3172.94     | 19.27   |
| 6                         | 38075.19  | 3172.94     | 19.27   |
| 7                         | 39336.24  | 3278.03     | 19.91   |
| 8                         | 39336.24  | 3278.03     | 19.91   |
| 9                         | 40596.86  | 3383.06     | 20.55   |
| 10                        | 41227.35  | 3435.63     | 20.86   |
| 11                        | 42487.56  | 3540.63     | 21.50   |
| 12                        | 42487.56  | 3540.63     | 21.50   |
| 13                        | 43748.64  | 3645.72     | 22.14   |
| 14                        | 43748.64  | 3645.72     | 22.14   |
| 15                        | 45009.25  | 3750.77     | 22.78   |
| 16                        | 45009.25  | 3750.77     | 22.78   |
| 17                        | 46269.85  | 3855.81     | 23.42   |
| 18                        | 46269.85  | 3855.81     | 23.42   |
| 19                        | 47530.50  | 3960.87     | 24.05   |
| 20                        | 47530.50  | 3960.87     | 24.05   |
| 21                        | 48791.53  | 4065.95     | 24.69   |
| 22                        | 48791.53  | 4065.95     | 24.69   |
| 23                        | 50051.74  | 4170.98     | 25.33   |
| 24                        | 50051.74  | 4170.98     | 25.33   |
| 25                        | 51312.80  | 4276.06     | 25.97   |
| 26                        | 51312.80  | 4276.06     | 25.97   |

|    |          |         |       |
|----|----------|---------|-------|
| 27 | 52572.99 | 4381.08 | 26.61 |
| 28 | 52572.99 | 4381.08 | 26.61 |
| 29 | 52572.99 | 4381.08 | 26.61 |
| 30 | 52572.99 | 4381.08 | 26.61 |
| 31 | 52572.99 | 4381.08 | 26.61 |

## 1.6. LONEN: Echelon 5

| Anciënniteit<br>(maanden) | Catégorie |             |         |
|---------------------------|-----------|-------------|---------|
|                           | Jaarlijks | Maandelijks | Per uur |
| 0                         | 36957.08  | 3079.77     | 18.70   |
| 1                         | 38420.27  | 3201.70     | 19.44   |
| 2                         | 38420.27  | 3201.70     | 19.44   |
| 3                         | 39489.78  | 3290.80     | 19.98   |
| 4                         | 39489.78  | 3290.80     | 19.98   |
| 5                         | 40558.88  | 3379.91     | 20.53   |
| 6                         | 40558.88  | 3379.91     | 20.53   |
| 7                         | 41628.79  | 3469.08     | 21.07   |
| 8                         | 41628.79  | 3469.08     | 21.07   |
| 9                         | 42697.89  | 3558.15     | 21.61   |
| 10                        | 43328.00  | 3610.66     | 21.93   |
| 11                        | 44397.92  | 3699.84     | 22.47   |
| 12                        | 44397.92  | 3699.84     | 22.47   |
| 13                        | 45467.04  | 3788.92     | 23.01   |
| 14                        | 45467.04  | 3788.92     | 23.01   |
| 15                        | 46536.52  | 3878.05     | 23.55   |
| 16                        | 46536.52  | 3878.05     | 23.55   |
| 17                        | 47606.06  | 3967.17     | 24.09   |
| 18                        | 47606.06  | 3967.17     | 24.09   |
| 19                        | 48675.13  | 4056.27     | 24.63   |
| 20                        | 48675.13  | 4056.27     | 24.63   |
| 21                        | 49745.05  | 4145.41     | 25.17   |
| 22                        | 49745.05  | 4145.41     | 25.17   |
| 23                        | 50814.18  | 4234.53     | 25.72   |
| 24                        | 50814.18  | 4234.53     | 25.72   |
| 25                        | 51883.66  | 4323.67     | 26.26   |
| 26                        | 51883.66  | 4323.67     | 26.26   |
| 27                        | 52953.19  | 4412.78     | 26.80   |
| 28                        | 52953.19  | 4412.78     | 26.80   |
| 29                        | 52953.19  | 4412.78     | 26.80   |
| 30                        | 52953.19  | 4412.78     | 26.80   |
| 31                        | 52953.19  | 4412.78     | 26.80   |

## 1.7. LONEN: Echelon 6

| Anciënniteit<br>(maanden) | Catégorie |             |         |
|---------------------------|-----------|-------------|---------|
|                           | Jaarlijks | Maandelijks | Per uur |
| 0                         | 38599.94  | 3216.68     | 19.53   |
| 1                         | 40491.52  | 3374.30     | 20.49   |

|    |          |         |       |
|----|----------|---------|-------|
| 2  | 40491.52 | 3374.30 | 20.49 |
| 3  | 42185.78 | 3515.49 | 21.35 |
| 4  | 42185.78 | 3515.49 | 21.35 |
| 5  | 43879.72 | 3656.62 | 22.21 |
| 6  | 43879.72 | 3656.62 | 22.21 |
| 7  | 45573.60 | 3797.82 | 23.06 |
| 8  | 45573.60 | 3797.82 | 23.06 |
| 9  | 47267.90 | 3939.00 | 23.92 |
| 10 | 47898.02 | 3991.50 | 24.24 |
| 11 | 49591.92 | 4132.63 | 25.10 |
| 12 | 49591.92 | 4132.63 | 25.10 |
| 13 | 51286.22 | 4273.86 | 25.95 |
| 14 | 51286.22 | 4273.86 | 25.95 |
| 15 | 52980.16 | 4415.03 | 26.81 |
| 16 | 52980.16 | 4415.03 | 26.81 |
| 17 | 54674.05 | 4556.18 | 27.67 |
| 18 | 54674.05 | 4556.18 | 27.67 |
| 19 | 56368.33 | 4697.36 | 28.53 |
| 20 | 56368.33 | 4697.36 | 28.53 |
| 21 | 58062.25 | 4838.51 | 29.38 |
| 22 | 58062.25 | 4838.51 | 29.38 |
| 23 | 59756.17 | 4979.69 | 30.24 |
| 24 | 59756.17 | 4979.69 | 30.24 |
| 25 | 59756.17 | 4979.69 | 30.24 |
| 26 | 59756.17 | 4979.69 | 30.24 |
| 27 | 59756.17 | 4979.69 | 30.24 |
| 28 | 59756.17 | 4979.69 | 30.24 |
| 29 | 59756.17 | 4979.69 | 30.24 |
| 30 | 59756.17 | 4979.69 | 30.24 |
| 31 | 59756.17 | 4979.69 | 30.24 |