

**PC 302 HORECA : Sectorale minimumlonen 01.01.2020**

Sectorale minimumlonen 01/01/2020

Salaires sectoriels minimums 01/01/2020

Index

0,889%

Uurlonen / Salaires horaires

	CAT. I	CAT. II	CAT. III	CAT. IV	CAT. V	CAT. VI	CAT. VII	CAT. VIII
0	12,1504	12,1504	12,2207	12,7576	13,4886	13,8456	15,7426	16,9600
1	12,6952	12,6952	12,8126	13,3461	13,9739	14,3874	15,9380	17,1620
2	12,9463	12,9463	13,0661	13,6589	14,2631	14,7317	16,1242	17,3559
3	13,1827	13,1827	13,3474	13,9063	14,4885	15,0062	16,3114	17,5470
4	13,3522	13,3522	13,5671	14,0337	14,6479	15,2183	16,4951	17,7397
5	13,3522	13,3522	13,6590	14,2180	14,7406	15,3561	16,6838	17,9354
6	13,3522	13,3522	13,7533	14,2180	14,8335	15,4987	16,8689	18,1273
7	13,3522	13,3522	13,7533	14,4021	14,9261	15,6407	17,0595	18,3242
8	13,3522	13,3522	13,7533	14,4021	15,0188	15,7792	17,2509	18,5226
9	13,4725	13,4725	13,8741	14,5295	15,1499	15,9152	17,4048	18,6884
10	13,4725	13,4725	13,8741	14,5333	15,1535	15,9213	17,4132	18,6972
11	13,4725	13,4725	13,8741	14,5377	15,1576	15,9271	17,4218	18,7049
12	13,4725	13,4725	13,8741	14,5413	15,1613	15,9328	17,4300	18,7135
13	13,4725	13,4725	13,8741	14,5451	15,1651	15,9383	17,4337	18,7170
14	13,5929	13,5929	13,9949	14,6691	15,2963	16,0748	17,5889	18,8847
15	13,5929	13,5929	13,9949	14,6732	15,2998	16,0808	17,5983	18,8946
16	13,5929	13,5929	13,9949	14,6732	15,2998	16,0808	17,6038	18,9000
17	13,5929	13,5929	13,9949	14,6732	15,2998	16,0808	17,6094	18,9064
18	13,5929	13,5929	13,9949	14,6732	15,2998	16,0808	17,6094	18,9064
19	13,7132	13,7132	14,1159	14,7932	15,4272	16,2113	17,7557	19,0634
20	13,7132	13,7132	14,1159	14,7932	15,4272	16,2113	17,7557	19,0634
21	13,7132	13,7132	14,1159	14,7991	15,4337	16,2180	17,7600	19,0684
22	13,7132	13,7132	14,1159	14,7991	15,4337	16,2180	17,7600	19,0684
23	13,7132	13,7132	14,1159	14,7991	15,4337	16,2180	17,7653	19,0746
24	13,8330	13,8330	14,2367	14,9196	15,5609	16,3485	17,9114	19,2320
25	13,8330	13,8330	14,2367	14,9196	15,5609	16,3485	17,9114	19,2320
26	13,8330	13,8330	14,2367	14,9255	15,5675	16,3549	17,9162	19,2368
27	13,8330	13,8330	14,2367	14,9255	15,5675	16,3549	17,9162	19,2368
28	13,8330	13,8330	14,2367	14,9255	15,5675	16,3549	17,9220	19,2423
29	13,9536	13,9536	14,3577	15,0453	15,6946	16,4858	18,0673	19,4007
30	13,9536	13,9536	14,3577	15,0453	15,6946	16,4858	18,0673	19,4007
31	13,9536	13,9536	14,3577	15,0520	15,7007	16,4921	18,0719	19,4051
32	13,9536	13,9536	14,3577	15,0520	15,7007	16,4921	18,0719	19,4051
33	13,9536	13,9536	14,3577	15,0520	15,7007	16,4921	18,0779	19,4106
34	14,0739	14,0739	14,4786	15,1718	15,8283	16,6225	18,2242	19,5685
35	14,0739	14,0739	14,4786	15,1718	15,8283	16,6225	18,2242	19,5685
36	14,0739	14,0739	14,4786	15,1782	15,8345	16,6295	18,2287	19,5736
37	14,0739	14,0739	14,4786	15,1782	15,8345	16,6295	18,2287	19,5736
38	14,0739	14,0739	14,4786	15,1782	15,8345	16,6295	18,2339	19,5790
39	14,1939	14,1939	14,5994	15,2980	15,9615	16,7602	18,3799	19,7371
40	14,1939	14,1939	14,5994	15,2980	15,9615	16,7602	18,3799	19,7371
41	14,1939	14,1939	14,5994	15,3047	15,9682	16,7666	18,3846	19,7418
42	14,1939	14,1939	14,5994	15,3047	15,9682	16,7666	18,3846	19,7418
43	14,1939	14,1939	14,5994	15,3047	15,9682	16,7666	18,3898	19,7474
44	14,3141	14,3141	14,7205	15,4244	16,0952	16,8967	18,5361	19,9054
45	14,3141	14,3141	14,7205	15,4244	16,0952	16,8967	18,5361	19,9054

**Maandlonen / Salaires mensuels**

	CAT. I	CAT. II	CAT. III	CAT. IV	CAT. V	CAT. VI	CAT. VII	CAT. VIII
0	2.000,77	2.000,77	2.012,34	2.100,75	2.221,12	2.279,91	2.592,28	2.792,75
1	2.090,48	2.090,48	2.109,81	2.197,66	2.301,03	2.369,12	2.624,46	2.826,01
2	2.131,82	2.131,82	2.151,55	2.249,16	2.348,66	2.425,82	2.655,12	2.857,94
3	2.170,75	2.170,75	2.197,87	2.289,90	2.385,77	2.471,02	2.685,94	2.889,40
4	2.198,66	2.198,66	2.234,05	2.310,88	2.412,02	2.505,95	2.716,19	2.921,14
5	2.198,66	2.198,66	2.249,18	2.341,23	2.427,28	2.528,64	2.747,26	2.953,36
6	2.198,66	2.198,66	2.264,71	2.341,23	2.442,58	2.552,12	2.777,74	2.984,96
7	2.198,66	2.198,66	2.264,71	2.371,54	2.457,83	2.575,50	2.809,13	3.017,38
8	2.198,66	2.198,66	2.264,71	2.371,54	2.473,09	2.598,31	2.840,65	3.050,05
9	2.218,47	2.218,47	2.284,60	2.392,52	2.494,68	2.620,70	2.865,99	3.077,36
10	2.218,47	2.218,47	2.284,60	2.393,15	2.495,28	2.621,71	2.867,37	3.078,80
11	2.218,47	2.218,47	2.284,60	2.393,87	2.495,95	2.622,66	2.868,79	3.080,07
12	2.218,47	2.218,47	2.284,60	2.394,47	2.496,56	2.623,60	2.870,14	3.081,49
13	2.218,47	2.218,47	2.284,60	2.395,09	2.497,19	2.624,51	2.870,75	3.082,06
14	2.238,30	2.238,30	2.304,49	2.415,51	2.518,79	2.646,98	2.896,30	3.109,68
15	2.238,30	2.238,30	2.304,49	2.416,19	2.519,37	2.647,97	2.897,85	3.111,31
16	2.238,30	2.238,30	2.304,49	2.416,19	2.519,37	2.647,97	2.898,76	3.112,20
17	2.238,30	2.238,30	2.304,49	2.416,19	2.519,37	2.647,97	2.899,68	3.113,25
18	2.238,30	2.238,30	2.304,49	2.416,19	2.519,37	2.647,97	2.899,68	3.113,25
19	2.258,11	2.258,11	2.324,42	2.435,95	2.540,34	2.669,46	2.923,77	3.139,11
20	2.258,11	2.258,11	2.324,42	2.435,95	2.540,34	2.669,46	2.923,77	3.139,11
21	2.258,11	2.258,11	2.324,42	2.436,92	2.541,41	2.670,56	2.924,48	3.139,93
22	2.258,11	2.258,11	2.324,42	2.436,92	2.541,41	2.670,56	2.924,48	3.139,93
23	2.258,11	2.258,11	2.324,42	2.436,92	2.541,41	2.670,56	2.925,35	3.140,95
24	2.277,83	2.277,83	2.344,31	2.456,76	2.562,36	2.692,05	2.949,41	3.166,87
25	2.277,83	2.277,83	2.344,31	2.456,76	2.562,36	2.692,05	2.949,41	3.166,87
26	2.277,83	2.277,83	2.344,31	2.457,73	2.563,45	2.693,11	2.950,20	3.167,66
27	2.277,83	2.277,83	2.344,31	2.457,73	2.563,45	2.693,11	2.950,20	3.167,66
28	2.277,83	2.277,83	2.344,31	2.457,73	2.563,45	2.693,11	2.951,15	3.168,56
29	2.297,69	2.297,69	2.364,23	2.477,46	2.584,38	2.714,66	2.975,08	3.194,65
30	2.297,69	2.297,69	2.364,23	2.477,46	2.584,38	2.714,66	2.975,08	3.194,65
31	2.297,69	2.297,69	2.364,23	2.478,56	2.585,38	2.715,70	2.975,84	3.195,37
32	2.297,69	2.297,69	2.364,23	2.478,56	2.585,38	2.715,70	2.975,84	3.195,37
33	2.297,69	2.297,69	2.364,23	2.478,56	2.585,38	2.715,70	2.976,83	3.196,28
34	2.317,50	2.317,50	2.384,14	2.498,29	2.606,39	2.737,17	3.000,92	3.222,28
35	2.317,50	2.317,50	2.384,14	2.498,29	2.606,39	2.737,17	3.000,92	3.222,28
36	2.317,50	2.317,50	2.384,14	2.499,34	2.607,41	2.738,32	3.001,66	3.223,12
37	2.317,50	2.317,50	2.384,14	2.499,34	2.607,41	2.738,32	3.001,66	3.223,12
38	2.317,50	2.317,50	2.384,14	2.499,34	2.607,41	2.738,32	3.002,51	3.224,01
39	2.337,26	2.337,26	2.404,03	2.519,07	2.628,33	2.759,85	3.026,56	3.250,04
40	2.337,26	2.337,26	2.404,03	2.519,07	2.628,33	2.759,85	3.026,56	3.250,04
41	2.337,26	2.337,26	2.404,03	2.520,17	2.629,43	2.760,90	3.027,33	3.250,82
42	2.337,26	2.337,26	2.404,03	2.520,17	2.629,43	2.760,90	3.027,33	3.250,82
43	2.337,26	2.337,26	2.404,03	2.520,17	2.629,43	2.760,90	3.028,19	3.251,74
44	2.357,05	2.357,05	2.423,97	2.539,88	2.650,34	2.782,32	3.052,28	3.277,75
45	2.357,05	2.357,05	2.423,97	2.539,88	2.650,34	2.782,32	3.052,28	3.277,75

**Indemnité vêtements** 01/01/2020

**Kledijvergoeding**

Aanschaf	€	1,76	per arbeidsdag
Onderhoud	€	1,76	per arbeidsdag

**Indemnité nuit**

**Nachttoeslag** 01/01/2020

€ 1,3005 per uur

**Supplément flexibilité (catering)** 01/01/2020

**Flexibiliteitstoeslag (catering)**

	A*	B**	C***
Anciënniteit			
-5 jaar	€ 0,1435	€ 0,2220	€ 0,2611
5-10 jaar	€ 0,1826	€ 0,2872	€ 0,3265
10-15 jaar	€ 0,2350	€ 0,3525	€ 0,3914
+15 jaar	€ 0,2742	€ 0,4179	€ 0,4569

\* Verschillende referentiefuncties van categorie 2

\*\* Hoofdfunctie categorie lager dan 8 + minstens 1 categorie 3 of 4

\*\*\* Hoofdfunctie categorie lager dan 8 + minstens 1 categorie 5 of hoger