

# SECTORALE MINIMUMLONEN HORECA PARITAIR COMITÉ 302

Bedrag op 01/01/2020

Indexering: +0,889%'

MINIMUMLONEN - 38 urenweek

	CAT. 1		CAT. 2		CAT. 3		CAT. 4		CAT. 5		CAT. 6		CAT. 7		CAT. 8		CAT. 9	
	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand
0	12,1504	2.000,77	12,1504	2.000,77	12,2207	2.012,34	12,7576	2.100,75	13,4886	2.221,12	13,8456	2.279,91	15,7426	2.592,28	16,9600	2.792,75	18,0369	2.970,07
1	12,6952	2.090,48	12,6952	2.090,48	12,8126	2.109,81	13,3461	2.197,66	13,9739	2.301,03	14,3874	2.369,12	15,9380	2.624,46	17,1620	2.826,01	18,2467	3.004,62
2	12,9463	2.131,82	12,9463	2.131,82	13,0661	2.151,55	13,6589	2.249,16	14,2631	2.348,66	14,7317	2.425,82	16,1242	2.655,12	17,3559	2.857,94	18,4455	3.037,36
3	13,1827	2.170,75	13,1827	2.170,75	13,3474	2.197,87	13,9063	2.289,90	14,4885	2.385,77	15,0062	2.471,02	16,3114	2.685,94	17,5470	2.889,40	18,6404	3.069,45
4	13,3522	2.198,66	13,3522	2.198,66	13,5671	2.234,05	14,0337	2.310,88	14,6479	2.412,02	15,2183	2.505,95	16,4951	2.716,19	17,7397	2.921,14	18,8415	3.102,57
5	13,3522	2.198,66	13,3522	2.198,66	13,6590	2.249,18	14,2180	2.341,23	14,7406	2.427,28	15,3561	2.528,64	16,6838	2.747,26	17,9354	2.953,36	19,0427	3.135,70
6	13,3522	2.198,66	13,3522	2.198,66	13,7533	2.264,71	14,2180	2.341,23	14,8335	2.442,58	15,4987	2.552,12	16,8689	2.777,74	18,1273	2.984,96	19,2405	3.168,27
7	13,3522	2.198,66	13,3522	2.198,66	13,7533	2.264,71	14,4021	2.371,54	14,9261	2.457,83	15,6407	2.575,50	17,0595	2.809,13	18,3242	3.017,38	19,4435	3.201,70
8	13,3522	2.198,66	13,3522	2.198,66	13,7533	2.264,71	14,4021	2.371,54	15,0188	2.473,09	15,7792	2.598,31	17,2509	2.840,65	18,5226	3.050,05	19,6451	3.234,89
9	13,4725	2.218,47	13,4725	2.218,47	13,8741	2.284,60	14,5295	2.392,52	15,1499	2.494,68	15,9152	2.620,70	17,4048	2.865,99	18,6884	3.077,36	19,8214	3.263,92
10	13,4725	2.218,47	13,4725	2.218,47	13,8741	2.284,60	14,5333	2.393,15	15,1535	2.495,28	15,9213	2.621,71	17,4132	2.867,37	18,6972	3.078,80	19,8297	3.265,29
11	13,4725	2.218,47	13,4725	2.218,47	13,8741	2.284,60	14,5377	2.393,87	15,1576	2.495,95	15,9271	2.622,66	17,4218	2.868,79	18,7049	3.080,07	19,8382	3.266,69
12	13,4725	2.218,47	13,4725	2.218,47	13,8741	2.284,60	14,5413	2.394,47	15,1613	2.496,56	15,9328	2.623,60	17,4300	2.870,14	18,7135	3.081,49	19,8461	3.267,99
13	13,4725	2.218,47	13,4725	2.218,47	13,8741	2.284,60	14,5451	2.395,09	15,1651	2.497,19	15,9383	2.624,51	17,4337	2.870,75	18,7170	3.082,06	19,8500	3.268,63
14	13,5929	2.238,30	13,5929	2.238,30	13,9949	2.304,49	14,6691	2.415,51	15,2963	2.518,79	16,0748	2.646,98	17,5889	2.896,30	18,8847	3.109,68	20,0277	3.297,89
15	13,5929	2.238,30	13,5929	2.238,30	13,9949	2.304,49	14,6732	2.416,19	15,2998	2.519,37	16,0808	2.647,97	17,5983	2.897,85	18,8946	3.111,31	20,0378	3.299,56
16	13,5929	2.238,30	13,5929	2.238,30	13,9949	2.304,49	14,6732	2.416,19	15,2998	2.519,37	16,0808	2.647,97	17,6038	2.898,76	18,9000	3.112,20	20,0438	3.300,54
17	13,5929	2.238,30	13,5929	2.238,30	13,9949	2.304,49	14,6732	2.416,19	15,2998	2.519,37	16,0808	2.647,97	17,6094	2.899,68	18,9064	3.113,25	20,0494	3.301,47
18	13,5929	2.238,30	13,5929	2.238,30	13,9949	2.304,49	14,6732	2.416,19	15,2998	2.519,37	16,0808	2.647,97	17,6094	2.899,68	18,9064	3.113,25	20,0494	3.301,47
19	13,7132	2.258,11	13,7132	2.258,11	14,1159	2.324,42	14,7932	2.435,95	15,4272	2.540,34	16,2113	2.669,46	17,7557	2.923,77	19,0634	3.139,11	20,2179	3.329,21
20	13,7132	2.258,11	13,7132	2.258,11	14,1159	2.324,42	14,7932	2.435,95	15,4272	2.540,34	16,2113	2.669,46	17,7557	2.923,77	19,0634	3.139,11	20,2179	3.329,21
21	13,7132	2.258,11	13,7132	2.258,11	14,1159	2.324,42	14,7991	2.436,92	15,4337	2.541,41	16,2180	2.670,56	17,7600	2.924,48	19,0684	3.139,93	20,2230	3.330,05
22	13,7132	2.258,11	13,7132	2.258,11	14,1159	2.324,42	14,7991	2.436,92	15,4337	2.541,41	16,2180	2.670,56	17,7600	2.924,48	19,0684	3.139,93	20,2230	3.330,05
23	13,7132	2.258,11	13,7132	2.258,11	14,1159	2.324,42	14,7991	2.436,92	15,4337	2.541,41	16,2180	2.670,56	17,7653	2.925,35	19,0746	3.140,95	20,2288	3.331,01
24	13,8330	2.277,83	13,8330	2.277,83	14,2367	2.344,31	14,9196	2.456,76	15,5609	2.562,36	16,3485	2.692,05	17,9114	2.949,41	19,2320	3.166,87	20,3971	3.358,72
25	13,8330	2.277,83	13,8330	2.277,83	14,2367	2.344,31	14,9196	2.456,76	15,5609	2.562,36	16,3485	2.692,05	17,9114	2.949,41	19,2320	3.166,87	20,3971	3.358,72
26	13,8330	2.277,83	13,8330	2.277,83	14,2367	2.344,31	14,9255	2.457,73	15,5675	2.563,45	16,3549	2.693,11	17,9162	2.950,20	19,2368	3.167,66	20,4023	3.359,58
27	13,8330	2.277,83	13,8330	2.277,83	14,2367	2.344,31	14,9255	2.457,73	15,5675	2.563,45	16,3549	2.693,11	17,9162	2.950,20	19,2368	3.167,66	20,4023	3.359,58
28	13,8330	2.277,83	13,8330	2.277,83	14,2367	2.344,31	14,9255	2.457,73	15,5675	2.563,45	16,3549	2.693,11	17,9220	2.951,15	19,2423	3.168,56	20,4081	3.360,53
29	13,9536	2.297,69	13,9536	2.297,69	14,3577	2.364,23	15,0453	2.477,46	15,6946	2.584,38	16,4858	2.714,66	18,0673	2.975,08	19,4007	3.194,65	20,5762	3.388,21

	CAT. 1		CAT. 2		CAT. 3		CAT. 4		CAT. 5		CAT. 6		CAT. 7		CAT. 8		CAT. 9	
	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand
30	13,9536	2.297,69	13,9536	2.297,69	14,3577	2.364,23	15,0453	2.477,46	15,6946	2.584,38	16,4858	2.714,66	18,0673	2.975,08	19,4007	3.194,65	20,5762	3.388,21
31	13,9536	2.297,69	13,9536	2.297,69	14,3577	2.364,23	15,0520	2.478,56	15,7007	2.585,38	16,4921	2.715,70	18,0719	2.975,84	19,4051	3.195,37	20,5816	3.389,10
32	13,9536	2.297,69	13,9536	2.297,69	14,3577	2.364,23	15,0520	2.478,56	15,7007	2.585,38	16,4921	2.715,70	18,0719	2.975,84	19,4051	3.195,37	20,5816	3.389,10
33	13,9536	2.297,69	13,9536	2.297,69	14,3577	2.364,23	15,0520	2.478,56	15,7007	2.585,38	16,4921	2.715,70	18,0779	2.976,83	19,4106	3.196,28	20,5873	3.390,04
34	14,0739	2.317,50	14,0739	2.317,50	14,4786	2.384,14	15,1718	2.498,29	15,8283	2.606,39	16,6225	2.737,17	18,2242	3.000,92	19,5685	3.222,28	20,7556	3.417,75
35	14,0739	2.317,50	14,0739	2.317,50	14,4786	2.384,14	15,1718	2.498,29	15,8283	2.606,39	16,6225	2.737,17	18,2242	3.000,92	19,5685	3.222,28	20,7556	3.417,75
36	14,0739	2.317,50	14,0739	2.317,50	14,4786	2.384,14	15,1782	2.499,34	15,8345	2.607,41	16,6295	2.738,32	18,2287	3.001,66	19,5736	3.223,12	20,7600	3.418,48
37	14,0739	2.317,50	14,0739	2.317,50	14,4786	2.384,14	15,1782	2.499,34	15,8345	2.607,41	16,6295	2.738,32	18,2287	3.001,66	19,5736	3.223,12	20,7600	3.418,48
38	14,0739	2.317,50	14,0739	2.317,50	14,4786	2.384,14	15,1782	2.499,34	15,8345	2.607,41	16,6295	2.738,32	18,2339	3.002,51	19,5790	3.224,01	20,7663	3.419,52
39	14,1939	2.337,26	14,1939	2.337,26	14,5994	2.404,03	15,2980	2.519,07	15,9615	2.628,33	16,7602	2.759,85	18,3799	3.026,56	19,7371	3.250,04	20,9347	3.447,25
40	14,1939	2.337,26	14,1939	2.337,26	14,5994	2.404,03	15,2980	2.519,07	15,9615	2.628,33	16,7602	2.759,85	18,3799	3.026,56	19,7371	3.250,04	20,9347	3.447,25
41	14,1939	2.337,26	14,1939	2.337,26	14,5994	2.404,03	15,3047	2.520,17	15,9682	2.629,43	16,7666	2.760,90	18,3846	3.027,33	19,7418	3.250,82	20,9392	3.447,99
42	14,1939	2.337,26	14,1939	2.337,26	14,5994	2.404,03	15,3047	2.520,17	15,9682	2.629,43	16,7666	2.760,90	18,3846	3.027,33	19,7418	3.250,82	20,9392	3.447,99
43	14,1939	2.337,26	14,1939	2.337,26	14,5994	2.404,03	15,3047	2.520,17	15,9682	2.629,43	16,7666	2.760,90	18,3898	3.028,19	19,7474	3.251,74	20,9454	3.449,01
44	14,3141	2.357,05	14,3141	2.357,05	14,7205	2.423,97	15,4244	2.539,88	16,0952	2.650,34	16,8967	2.782,32	18,5361	3.052,28	19,9054	3.277,75	21,1139	3.476,75
45	14,3141	2.357,05	14,3141	2.357,05	14,7205	2.423,97	15,4244	2.539,88	16,0952	2.650,34	16,8967	2.782,32	18,5361	3.052,28	19,9054	3.277,75	21,1139	3.476,75

### Arbeidskledij

- EUR 1,76 per arbeidsdag indien de werkgever de arbeidskledij niet levert
- EUR 1,76 per arbeidsdag indien de werkgever niet zorgt voor het onderhouden en wassen van de kledij

### Toeslag nachtarbeid

- EUR 1,3001 per uur voor prestaties tussen 24 en 5 uur

### Flexibiliteitstoeslag

bedrag van de toeslag bovenop het minimumloon

Anciënniteit	A	B	C
-5 jaar	0,1435	0,222	0,2611
5-10 jaar	0,1826	0,2872	0,3265
10-15 jaar	0,235	0,3525	0,3914
+15 jaar	0,2742	0,4179	0,4569