

## Tabellen cao Afval & Milieu 2018-2019

Datum : 5 januari 2018  
Van : WENB bureau

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### Toelichting

De teksten voor de cao Afval & Milieu zijn nog niet gereed. Vooruitlopend bijgaand de aangepaste salaristabellen per 1 januari 2018.

De cao Afval & Milieu heeft een looptijd van 1 januari 2018 tot 1 januari 2020 met de volgende structurele salarisaanpassingen:

- 1 januari 2018: 1%
- 1 juli 2018: 2%
- 1 april 2019: 3% met een minimum van € 900,- op jaarbasis

Op de volgende pagina's zijn de tabellen met bijbehorende salarisbedragen opgenomen voor Services en Proces en de "Salarisregeling 2003" Services.

Verder zijn de tabellen voor de IB-banen en garantiebanen aangepast aan de gewijzigde bedragen van het Wettelijk Minimumloon per 1 januari 2018.

Als laatste zijn de toeslagen voor de consignatiedienst en de toeslagen onregelmatig werken naar aanleiding van het cao-akkoord.

**Bijlage 2**  
**Salaristabel Services**

| <b>Salaristabel Services per 1 januari 2018</b>                        |         |       |       |       |       |       |       |       |       |       |       |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| minimum vakantie-uitkering 8% van 2365 (peildatum 1-1-2018) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |
|  | 0       | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    |
| A / 1  | 1.670   | 1.741 | 1.817 | 1.892 | 1.964 | 2.001 |       |       |       |       |       |
| B / 2  | 1.766   | 1.844 | 1.924 | 2.003 | 2.086 | 2.124 |       |       |       |       |       |
| C / 3  | 1.865   | 1.952 | 2.034 | 2.119 | 2.204 | 2.244 |       |       |       |       |       |
| D / 4  | 1.965   | 2.055 | 2.143 | 2.234 | 2.321 | 2.412 |       |       |       |       |       |
| E / 5  | 2.064   | 2.158 | 2.251 | 2.346 | 2.439 | 2.535 | 2.629 |       |       |       |       |
| F / 6  | 2.162   | 2.262 | 2.361 | 2.460 | 2.560 | 2.659 | 2.759 | 2.857 |       |       |       |
| G / 7  | 2.262   | 2.375 | 2.481 | 2.591 | 2.699 | 2.813 | 2.921 | 3.030 | 3.139 |       |       |
| H / 8  | 2.361   | 2.481 | 2.601 | 2.720 | 2.840 | 2.959 | 3.082 | 3.201 | 3.320 | 3.439 |       |
| I / 9  | 2.461   | 2.592 | 2.724 | 2.855 | 2.985 | 3.115 | 3.248 | 3.376 | 3.507 | 3.639 | 3.767 |
| J / 10   |         |       | min   | 3.054 |       |       | max   | 4.353 |       |       |       |
| K / 11   |         |       | min   | 3.339 |       |       | max   | 4.755 |       |       |       |
| L / 12   |         |       | min   | 3.623 |       |       | max   | 5.158 |       |       |       |

| <b>Salaristabel Services per 1 juli 2018</b>                           |         |       |       |       |       |       |       |       |       |       |       |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| minimum vakantie-uitkering 8% van 2413 (peildatum 1-7-2018) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |
|  | 0       | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    |
| A / 1  | 1.703   | 1.776 | 1.853 | 1.930 | 2.003 | 2.041 |       |       |       |       |       |
| B / 2  | 1.801   | 1.881 | 1.962 | 2.043 | 2.128 | 2.166 |       |       |       |       |       |
| C / 3  | 1.902   | 1.991 | 2.075 | 2.161 | 2.248 | 2.289 |       |       |       |       |       |
| D / 4  | 2.004   | 2.096 | 2.186 | 2.279 | 2.367 | 2.460 |       |       |       |       |       |
| E / 5  | 2.105   | 2.201 | 2.296 | 2.393 | 2.488 | 2.586 | 2.682 |       |       |       |       |
| F / 6  | 2.205   | 2.307 | 2.408 | 2.509 | 2.611 | 2.712 | 2.814 | 2.914 |       |       |       |
| G / 7  | 2.307   | 2.423 | 2.531 | 2.643 | 2.753 | 2.869 | 2.979 | 3.091 | 3.202 |       |       |
| H / 8  | 2.408   | 2.531 | 2.653 | 2.774 | 2.897 | 3.018 | 3.144 | 3.265 | 3.386 | 3.508 |       |
| I / 9  | 2.510   | 2.644 | 2.778 | 2.912 | 3.045 | 3.177 | 3.313 | 3.444 | 3.577 | 3.712 | 3.842 |
| J / 10   |         |       | min   | 3.115 |       |       | max   | 4.440 |       |       |       |
| K / 11   |         |       | min   | 3.406 |       |       | max   | 4.850 |       |       |       |
| L / 12   |         |       | min   | 3.695 |       |       | max   | 5.261 |       |       |       |

| <b>Salaristabel Services per 1 april 2019</b>                          |         |       |       |       |       |       |       |       |       |       |       |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| minimum vakantie-uitkering 8% van 2485 (peildatum 1-4-2019) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |
|  | 0       | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    |
| A / 1  | 1.778   | 1.851 | 1.928 | 2.005 | 2.078 | 2.116 |       |       |       |       |       |
| B / 2  | 1.876   | 1.956 | 2.037 | 2.118 | 2.203 | 2.241 |       |       |       |       |       |
| C / 3  | 1.977   | 2.066 | 2.150 | 2.236 | 2.323 | 2.364 |       |       |       |       |       |
| D / 4  | 2.079   | 2.171 | 2.261 | 2.354 | 2.442 | 2.535 |       |       |       |       |       |
| E / 5  | 2.180   | 2.276 | 2.371 | 2.468 | 2.563 | 2.664 | 2.762 |       |       |       |       |
| F / 6  | 2.280   | 2.382 | 2.483 | 2.584 | 2.689 | 2.793 | 2.898 | 3.001 |       |       |       |
| G / 7  | 2.382   | 2.498 | 2.607 | 2.722 | 2.836 | 2.955 | 3.068 | 3.184 | 3.298 |       |       |
| H / 8  | 2.483   | 2.607 | 2.733 | 2.857 | 2.984 | 3.109 | 3.238 | 3.363 | 3.488 | 3.613 |       |
| I / 9  | 2.585   | 2.723 | 2.861 | 2.999 | 3.136 | 3.272 | 3.412 | 3.547 | 3.684 | 3.823 | 3.957 |
| J / 10   |         |       | min   | 3.208 |       |       | max   | 4.573 |       |       |       |
| K / 11   |         |       | min   | 3.508 |       |       | max   | 4.996 |       |       |       |
| L / 12   |         |       | min   | 3.806 |       |       | max   | 5.419 |       |       |       |

**Bijlage 2**  
**Salaristabel Proces**

| <b>Salaristabel Proces per 1 januari 2018</b>                          |         |       |       |       |       |       |       |       |       |       |       |  |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| minimum vakantie-uitkering 8% van 2365 (peildatum 1-1-2018) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |  |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |  |
|  | 1       | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    |  |
| A / 1  | 1.589   | 1.672 | 1.750 | 1.829 | 1.908 | 1.988 | 2.061 | 2.140 |       |       |       |  |
| B / 2  | 1.594   | 1.694 | 1.790 | 1.886 | 1.982 | 2.081 | 2.177 | 2.271 |       |       |       |  |
| C / 3  | 1.810   | 1.895 | 1.976 | 2.061 | 2.145 | 2.231 | 2.314 | 2.402 |       |       |       |  |
| D / 4  | 1.954   | 2.015 | 2.081 | 2.141 | 2.204 | 2.264 | 2.329 | 2.395 | 2.454 | 2.516 | 2.579 |  |
| E / 5  | 2.205   | 2.264 | 2.327 | 2.390 | 2.448 | 2.508 | 2.569 | 2.629 | 2.690 | 2.750 | 2.814 |  |
| F / 6  | 2.312   | 2.390 | 2.461 | 2.536 | 2.612 | 2.685 | 2.757 | 2.832 | 2.908 | 2.981 | 3.057 |  |
| G / 7  | 2.419   | 2.512 | 2.607 | 2.698 | 2.793 | 2.887 | 2.981 | 3.076 | 3.171 | 3.263 | 3.355 |  |
| H / 8  | 2.525   | 2.640 | 2.755 | 2.870 | 2.986 | 3.099 | 3.216 | 3.335 | 3.448 | 3.563 | 3.679 |  |
| I / 9  | 2.633   | 2.773 | 2.912 | 3.054 | 3.192 | 3.333 | 3.471 | 3.609 | 3.749 | 3.890 | 4.025 |  |
| J / 10   |         | min   | 3.263 |       |       | max   | 4.652 |       |       |       |       |  |
| K / 11   |         | min   | 3.566 |       |       | max   | 5.084 |       |       |       |       |  |
| L / 12   |         | min   | 3.873 |       |       | max   | 5.514 |       |       |       |       |  |

| <b>Salaristabel Proces per 1 juli 2018</b>                             |         |       |       |       |       |       |       |       |       |       |       |  |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| minimum vakantie-uitkering 8% van 2412 (peildatum 1-7-2018) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |  |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |  |
|  | 1       | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    |  |
| A / 1  | 1.621   | 1.705 | 1.785 | 1.866 | 1.946 | 2.028 | 2.102 | 2.183 |       |       |       |  |
| B / 2  | 1.626   | 1.728 | 1.826 | 1.924 | 2.022 | 2.123 | 2.221 | 2.316 |       |       |       |  |
| C / 3  | 1.846   | 1.933 | 2.016 | 2.102 | 2.188 | 2.276 | 2.360 | 2.450 |       |       |       |  |
| D / 4  | 1.993   | 2.055 | 2.123 | 2.184 | 2.248 | 2.309 | 2.376 | 2.443 | 2.503 | 2.566 | 2.631 |  |
| E / 5  | 2.249   | 2.309 | 2.374 | 2.438 | 2.497 | 2.558 | 2.620 | 2.682 | 2.744 | 2.805 | 2.870 |  |
| F / 6  | 2.358   | 2.438 | 2.510 | 2.587 | 2.664 | 2.739 | 2.812 | 2.889 | 2.966 | 3.041 | 3.118 |  |
| G / 7  | 2.467   | 2.562 | 2.659 | 2.752 | 2.849 | 2.945 | 3.041 | 3.138 | 3.234 | 3.328 | 3.422 |  |
| H / 8  | 2.576   | 2.693 | 2.810 | 2.927 | 3.046 | 3.161 | 3.280 | 3.402 | 3.517 | 3.634 | 3.753 |  |
| I / 9  | 2.686   | 2.828 | 2.970 | 3.115 | 3.256 | 3.400 | 3.540 | 3.681 | 3.824 | 3.968 | 4.106 |  |
| J / 10   |         | min   | 3.328 |       |       | max   | 4.745 |       |       |       |       |  |
| K / 11   |         | min   | 3.637 |       |       | max   | 5.186 |       |       |       |       |  |
| L / 12   |         | min   | 3.950 |       |       | max   | 5.624 |       |       |       |       |  |

| <b>Salaristabel Proces per 1 april 2019</b>                            |         |       |       |       |       |       |       |       |       |       |       |  |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| minimum vakantie-uitkering 8% van 2460 (peildatum 1-4-2019) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |  |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |  |
|  | 1       | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    |  |
| A / 1  | 1.696   | 1.780 | 1.860 | 1.941 | 2.021 | 2.103 | 2.177 | 2.258 |       |       |       |  |
| B / 2  | 1.701   | 1.803 | 1.901 | 1.999 | 2.097 | 2.198 | 2.296 | 2.391 |       |       |       |  |
| C / 3  | 1.921   | 2.008 | 2.091 | 2.177 | 2.263 | 2.351 | 2.435 | 2.525 |       |       |       |  |
| D / 4  | 2.068   | 2.130 | 2.198 | 2.259 | 2.323 | 2.384 | 2.451 | 2.518 | 2.578 | 2.643 | 2.710 |  |
| E / 5  | 2.324   | 2.384 | 2.449 | 2.513 | 2.572 | 2.635 | 2.699 | 2.762 | 2.826 | 2.889 | 2.956 |  |
| F / 6  | 2.433   | 2.513 | 2.585 | 2.665 | 2.744 | 2.821 | 2.896 | 2.976 | 3.055 | 3.132 | 3.212 |  |
| G / 7  | 2.542   | 2.639 | 2.739 | 2.835 | 2.934 | 3.033 | 3.132 | 3.232 | 3.331 | 3.428 | 3.525 |  |
| H / 8  | 2.653   | 2.774 | 2.894 | 3.015 | 3.137 | 3.256 | 3.378 | 3.504 | 3.623 | 3.743 | 3.866 |  |
| I / 9  | 2.767   | 2.913 | 3.059 | 3.208 | 3.354 | 3.502 | 3.646 | 3.791 | 3.939 | 4.087 | 4.229 |  |
| J / 10   |         | min   | 3.428 |       |       | max   | 4.887 |       |       |       |       |  |
| K / 11   |         | min   | 3.746 |       |       | max   | 5.342 |       |       |       |       |  |
| L / 12   |         | min   | 4.069 |       |       | max   | 5.793 |       |       |       |       |  |

**Bijlage 6 Services**  
**Salarisregeling 2003 Services**

| <b>"Salarisregeling 2003" Services per 1 januari 2018</b>              |         |       |       |       |       |       |       |       |       |       |       |  |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| minimum vakantie-uitkering 8% van 2365 (peildatum 1-1-2018) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |  |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |  |
|  | 1       | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    |  |
| A / 1  | 1.589   | 1.672 | 1.750 | 1.829 | 1.908 | 1.988 | 2.061 | 2.140 |       |       |       |  |
| B / 2  | 1.594   | 1.694 | 1.790 | 1.886 | 1.982 | 2.081 | 2.177 | 2.271 |       |       |       |  |
| C / 3  | 1.810   | 1.895 | 1.976 | 2.061 | 2.145 | 2.231 | 2.314 | 2.402 |       |       |       |  |
| D / 4  | 1.954   | 2.015 | 2.081 | 2.141 | 2.204 | 2.264 | 2.329 | 2.395 | 2.454 | 2.516 | 2.579 |  |
| E / 5  | 2.205   | 2.264 | 2.327 | 2.390 | 2.448 | 2.508 | 2.569 | 2.629 | 2.690 | 2.750 | 2.814 |  |
| F / 6  | 2.312   | 2.390 | 2.461 | 2.536 | 2.612 | 2.685 | 2.757 | 2.832 | 2.908 | 2.981 | 3.057 |  |
| G / 7  | 2.419   | 2.512 | 2.607 | 2.698 | 2.793 | 2.887 | 2.981 | 3.076 | 3.171 | 3.263 | 3.355 |  |
| H / 8  | 2.525   | 2.640 | 2.755 | 2.870 | 2.986 | 3.099 | 3.216 | 3.335 | 3.448 | 3.563 | 3.679 |  |
| I / 9  | 2.633   | 2.773 | 2.912 | 3.054 | 3.192 | 3.333 | 3.471 | 3.609 | 3.749 | 3.890 | 4.025 |  |
| J / 10   |         | min   | 3.263 |       |       | max   | 4.652 |       |       |       |       |  |
| K / 11   |         | min   | 3.566 |       |       | max   | 5.084 |       |       |       |       |  |
| L / 12   |         | min   | 3.873 |       |       | max   | 5.514 |       |       |       |       |  |

| <b>"Salarisregeling 2003" Services per 1 juli 2018</b>                 |         |       |       |       |       |       |       |       |       |       |       |  |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| minimum vakantie-uitkering 8% van 2412 (peildatum 1-7-2018) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |  |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |  |
|  | 1       | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    |  |
| A / 1  | 1.621   | 1.705 | 1.785 | 1.866 | 1.946 | 2.028 | 2.102 | 2.183 |       |       |       |  |
| B / 2  | 1.626   | 1.728 | 1.826 | 1.924 | 2.022 | 2.123 | 2.221 | 2.316 |       |       |       |  |
| C / 3  | 1.846   | 1.933 | 2.016 | 2.102 | 2.188 | 2.276 | 2.360 | 2.450 |       |       |       |  |
| D / 4  | 1.993   | 2.055 | 2.123 | 2.184 | 2.248 | 2.309 | 2.376 | 2.443 | 2.503 | 2.566 | 2.631 |  |
| E / 5  | 2.249   | 2.309 | 2.374 | 2.438 | 2.497 | 2.558 | 2.620 | 2.682 | 2.744 | 2.805 | 2.870 |  |
| F / 6  | 2.358   | 2.438 | 2.510 | 2.587 | 2.664 | 2.739 | 2.812 | 2.889 | 2.966 | 3.041 | 3.118 |  |
| G / 7  | 2.467   | 2.562 | 2.659 | 2.752 | 2.849 | 2.945 | 3.041 | 3.138 | 3.234 | 3.328 | 3.422 |  |
| H / 8  | 2.576   | 2.693 | 2.810 | 2.927 | 3.046 | 3.161 | 3.280 | 3.402 | 3.517 | 3.634 | 3.753 |  |
| I / 9  | 2.686   | 2.828 | 2.970 | 3.115 | 3.256 | 3.400 | 3.540 | 3.681 | 3.824 | 3.968 | 4.106 |  |
| J / 10   |         | min   | 3.328 |       |       | max   | 4.745 |       |       |       |       |  |
| K / 11   |         | min   | 3.637 |       |       | max   | 5.186 |       |       |       |       |  |
| L / 12   |         | min   | 3.950 |       |       | max   | 5.624 |       |       |       |       |  |

| <b>"Salarisregeling 2003" Services per 1 april 2019</b>                |         |       |       |       |       |       |       |       |       |       |       |  |
|--|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| minimum vakantie-uitkering 8% van 2460 (peildatum 1-4-2019) (art. 6.1) |         |       |       |       |       |       |       |       |       |       |       |  |
| schalen  | stappen |       |       |       |       |       |       |       |       |       |       |  |
|  | 1       | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    |  |
| A / 1  | 1.696   | 1.780 | 1.860 | 1.941 | 2.021 | 2.103 | 2.177 | 2.258 |       |       |       |  |
| B / 2  | 1.701   | 1.803 | 1.901 | 1.999 | 2.097 | 2.198 | 2.296 | 2.391 |       |       |       |  |
| C / 3  | 1.921   | 2.008 | 2.091 | 2.177 | 2.263 | 2.351 | 2.435 | 2.525 |       |       |       |  |
| D / 4  | 2.068   | 2.130 | 2.198 | 2.259 | 2.323 | 2.384 | 2.451 | 2.518 | 2.578 | 2.643 | 2.710 |  |
| E / 5  | 2.324   | 2.384 | 2.449 | 2.513 | 2.572 | 2.635 | 2.699 | 2.762 | 2.826 | 2.889 | 2.956 |  |
| F / 6  | 2.433   | 2.513 | 2.585 | 2.665 | 2.744 | 2.821 | 2.896 | 2.976 | 3.055 | 3.132 | 3.212 |  |
| G / 7  | 2.542   | 2.639 | 2.739 | 2.835 | 2.934 | 3.033 | 3.132 | 3.232 | 3.331 | 3.428 | 3.525 |  |
| H / 8  | 2.653   | 2.774 | 2.894 | 3.015 | 3.137 | 3.256 | 3.378 | 3.504 | 3.623 | 3.743 | 3.866 |  |
| I / 9  | 2.767   | 2.913 | 3.059 | 3.208 | 3.354 | 3.502 | 3.646 | 3.791 | 3.939 | 4.087 | 4.229 |  |
| J / 10   |         | min   | 3.428 |       |       | max   | 4.887 |       |       |       |       |  |
| K / 11   |         | min   | 3.746 |       |       | max   | 5.342 |       |       |       |       |  |
| L / 12   |         | min   | 4.069 |       |       | max   | 5.793 |       |       |       |       |  |

**Bijlage 3A Services en Proces  
Regeling ID-banen**

**Salaristabel I/D-banen  
CAO Proces & Services / Bijlage 3**

|                   | 1-1-2017 | 1-7-2017 | 1-1-2018 |
|-------------------|----------|----------|----------|
| <b>Aanpassing</b> | 0,94%    | 0,89%    | 0,81%    |
| <b>Schaal</b>     |          |          |          |
| 0                 | 1.565    | 1.579    | 1.592    |
| 1                 | 1.595    | 1.609    | 1.622    |
| 2                 | 1.634    | 1.649    | 1.662    |
| 3                 | 1.672    | 1.687    | 1.701    |
| 4                 | 1.714    | 1.729    | 1.743    |
| 5                 | 1.753    | 1.769    | 1.783    |
| 6                 | 1.796    | 1.812    | 1.827    |
| 7                 | 1.834    | 1.850    | 1.865    |
| 8                 | 1.873    | 1.890    | 1.905    |
| 9                 | 1.914    | 1.931    | 1.947    |
| 10                | 1.954    | 1.971    | 1.987    |
| 11                | 1.995    | 2.013    | 2.029    |

indexatie conform Wet minimumloon.

**Bijlage 3B  
Garantiebanen Services en Proces**

Artikel 4:

| <b>Salaristabel garantiebanen 1-1-18</b> |         |         |
|--|---------|---------|
| Index WML                                | 0,81%   |         |
| Leeftijd                                 | min     | max     |
| 18                                       | 749,55  | 899,46  |
| 19                                       | 867,90  | 1041,48 |
| 20                                       | 1104,60 | 1325,52 |
| 21                                       | 1341,30 | 1609,56 |
| 22                                       | 1578,00 | 1893,60 |

Artikel 6:

| <b>Salaristabel garantiebanen 1-1-2018</b> |        |         |         |         |         |
|--|--------|---------|---------|---------|---------|
| Leeftijd                                   | 18     | 19      | 20      | 21      | 22      |
| <b>Periodiek</b>                           |        |         |         |         |         |
| 0  | 749,55 | 867,90  | 1104,60 | 1341,30 | 1578,00 |
| 1  | 787,03 | 911,30  | 1159,83 | 1408,37 | 1656,90 |
| 2  | 824,51 | 954,69  | 1215,06 | 1475,43 | 1735,80 |
| 3  | 861,98 | 998,09  | 1270,29 | 1542,50 | 1814,70 |
| 4  | 899,46 | 1041,48 | 1325,52 | 1609,56 | 1893,60 |

**Hoofdstuk 5**
**Artikel 5.5. Consignatie**
**Consignatie Services**

|                          | 1-1-2018 | 1-7-2018 | 1-4-2019 |
|--------------------------|----------|----------|----------|
| ma-vr bruto per uur      | € 2,62   | € 2,67   | € 2,75   |
| maximum per etmaal       | € 20,88  | € 21,30  | € 21,94  |
| za bruto per uur         | € 3,23   | € 3,30   | € 3,39   |
| maximum per etmaal       | € 25,88  | € 26,40  | € 27,19  |
| zo / feest bruto per uur | € 3,68   | € 3,93   | € 4,05   |
| maximum per etmaal       | € 30,88  | € 31,50  | € 32,45  |

**Consignatie Proces**

|                         | 1-1-2018 |
|-------------------------|----------|
| ma-vr 8.30- za 8.30 uur | 0,7%     |
| za 8.30 - zo 8.30 uur   | 2,0%     |
| zo 8.30 - ma 8.30 uur   | 2,5%     |
| volledige week          | 8,0%     |

**artikel 5.1 Services en Proces**
**Toeslagen onregelmatig werken**

| Uren                | 0.00 - 06.00 | 20.00 - 22.00 | 22.00 - 06.00 | 00.00 - 24.00 |
|---------------------|--------------|---------------|---------------|---------------|
| Maandag             | 70%          |               |               |               |
| Maandag t/m vrijdag |              | 20%           | 50%           |               |
| Zaterdag            |              |               |               | 40%           |
| Zondag              |              |               |               | 100%          |