



ESTRUCTURA SALARIAL
DEL CONVENIO COLECTIVO
A PARTIR DEL 1 DE ENERO DE 2018

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2018

Nivel Salarial	Salario Base	Sin Antigüedad 0%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	0,00	1.864,48	1.864,48	2.113,07	4.434,35	32.960,84
2	18.031,25	0,00	1.482,02	1.482,02	1.679,62	4.434,35	27.109,26
3	17.449,60	0,00	1.434,21	1.434,21	1.625,44	4.434,35	26.377,81
4	16.286,28	0,00	1.338,60	1.338,60	1.517,08	4.434,35	24.914,91
5	15.122,99	0,00	1.242,99	1.242,99	1.408,72	4.434,35	23.452,04
6	13.959,68	0,00	1.147,37	1.147,37	1.300,35	4.434,35	21.989,12
7	13.378,03	0,00	1.099,56	1.099,56	1.246,17	4.434,35	21.257,67
8	12.796,36	0,00	1.051,76	1.051,76	1.191,99	4.434,35	20.526,23
9	12.214,72	0,00	1.003,95	1.003,95	1.137,81	4.434,35	19.794,78
10	11.633,06	0,00	956,14	956,14	1.083,63	4.434,35	19.063,32
11	11.051,41	0,00	908,33	908,33	1.029,45	4.434,35	18.331,87
12	10.469,76	0,00	860,53	860,53	975,27	4.434,35	17.600,44
13	9.888,10	0,00	812,72	812,72	921,08	4.434,35	16.868,97
14	9.480,95	0,00	779,26	779,26	883,16	4.434,35	16.356,98
15	9.015,62	0,00	741,01	741,01	839,81	4.434,35	15.771,80
16	8.550,29	0,00	702,76	702,76	796,47	4.434,35	15.186,64
17	8.143,15	0,00	669,30	669,30	758,54	4.434,35	14.674,64
18	7.794,16	0,00	640,62	640,62	726,03	4.434,35	14.235,78
19	7.445,16	0,00	611,93	611,93	693,52	4.434,35	13.796,89

Nivel Salarial	Salario Base	1 Trienio 3%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	680,53	1.920,41	1.920,41	2.176,46	4.434,35	33.816,63
2	18.031,25	540,94	1.526,48	1.526,48	1.730,01	4.434,35	27.789,51
3	17.449,60	523,49	1.477,24	1.477,24	1.674,21	4.434,35	27.036,13
4	16.286,28	488,59	1.378,76	1.378,76	1.562,59	4.434,35	25.529,32
5	15.122,99	453,69	1.280,27	1.280,27	1.450,98	4.434,35	24.022,56
6	13.959,68	418,79	1.181,79	1.181,79	1.339,36	4.434,35	22.515,76
7	13.378,03	401,34	1.132,55	1.132,55	1.283,56	4.434,35	21.762,38
8	12.796,36	383,89	1.083,31	1.083,31	1.227,75	4.434,35	21.008,97
9	12.214,72	366,44	1.034,07	1.034,07	1.171,94	4.434,35	20.255,59
10	11.633,06	348,99	984,83	984,83	1.116,14	4.434,35	19.502,19
11	11.051,41	331,54	935,58	935,58	1.060,33	4.434,35	18.748,80
12	10.469,76	314,09	886,34	886,34	1.004,52	4.434,35	17.995,41
13	9.888,10	296,64	837,10	837,10	948,72	4.434,35	17.242,01
14	9.480,95	284,43	802,63	802,63	909,65	4.434,35	16.714,65
15	9.015,62	270,47	763,24	763,24	865,01	4.434,35	16.111,93
16	8.550,29	256,51	723,85	723,85	820,36	4.434,35	15.509,21
17	8.143,15	244,29	689,38	689,38	781,30	4.434,35	14.981,84
18	7.794,16	233,82	659,83	659,83	747,81	4.434,35	14.529,81
19	7.445,16	223,35	630,29	630,29	714,33	4.434,35	14.077,76

Nivel Salarial	Salario Base	2 Trienios 6%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	1.361,07	1.976,34	1.976,34	2.239,86	4.434,35	34.672,43
2	18.031,25	1.081,87	1.570,94	1.570,94	1.780,40	4.434,35	28.469,75
3	17.449,60	1.046,98	1.520,27	1.520,27	1.722,97	4.434,35	27.694,43
4	16.286,28	977,18	1.418,91	1.418,91	1.608,10	4.434,35	26.143,74
5	15.122,99	907,38	1.317,56	1.317,56	1.493,24	4.434,35	24.593,09
6	13.959,68	837,58	1.216,21	1.216,21	1.378,37	4.434,35	23.042,41
7	13.378,03	802,68	1.165,54	1.165,54	1.320,94	4.434,35	22.267,08
8	12.796,36	767,78	1.114,86	1.114,86	1.263,51	4.434,35	21.491,73
9	12.214,72	732,88	1.064,19	1.064,19	1.206,08	4.434,35	20.716,40
10	11.633,06	697,98	1.013,51	1.013,51	1.148,65	4.434,35	19.941,06
11	11.051,41	663,08	962,83	962,83	1.091,21	4.434,35	19.165,72
12	10.469,76	628,19	912,16	912,16	1.033,78	4.434,35	18.390,41
13	9.888,10	593,29	861,48	861,48	976,35	4.434,35	17.615,05
14	9.480,95	568,86	826,01	826,01	936,15	4.434,35	17.072,33
15	9.015,62	540,94	785,47	785,47	890,20	4.434,35	16.452,06
16	8.550,29	513,02	744,93	744,93	844,25	4.434,35	15.831,78
17	8.143,15	488,59	709,46	709,46	804,05	4.434,35	15.289,06
18	7.794,16	467,65	679,05	679,05	769,59	4.434,35	14.823,86
19	7.445,16	446,71	648,65	648,65	735,13	4.434,35	14.358,64

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2018

Nivel Salarial	Salario Base	1 Quinquenio 9%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	2.041,60	2.032,28	2.032,28	2.303,25	4.434,35	35.528,22
2	18.031,25	1.622,81	1.615,40	1.615,40	1.830,79	4.434,35	29.150,00
3	17.449,60	1.570,46	1.563,29	1.563,29	1.771,73	4.434,35	28.352,73
4	16.286,28	1.465,77	1.459,07	1.459,07	1.653,62	4.434,35	26.758,16
5	15.122,99	1.361,07	1.354,85	1.354,85	1.535,50	4.434,35	25.163,62
6	13.959,68	1.256,37	1.250,63	1.250,63	1.417,39	4.434,35	23.569,05
7	13.378,03	1.204,02	1.198,52	1.198,52	1.358,33	4.434,35	22.771,78
8	12.796,36	1.151,67	1.146,41	1.146,41	1.299,27	4.434,35	21.974,48
9	12.214,72	1.099,32	1.094,30	1.094,30	1.240,21	4.434,35	21.177,21
10	11.633,06	1.046,98	1.042,20	1.042,20	1.181,15	4.434,35	20.379,94
11	11.051,41	994,63	990,09	990,09	1.122,10	4.434,35	19.582,66
12	10.469,76	942,28	937,98	937,98	1.063,04	4.434,35	18.785,39
13	9.888,10	889,93	885,87	885,87	1.003,98	4.434,35	17.988,09
14	9.480,95	853,29	849,39	849,39	962,64	4.434,35	17.430,01
15	9.015,62	811,41	807,70	807,70	915,39	4.434,35	16.792,18
16	8.550,29	769,53	766,01	766,01	868,15	4.434,35	16.154,35
17	8.143,15	732,88	729,54	729,54	826,81	4.434,35	15.596,26
18	7.794,16	701,47	698,27	698,27	791,37	4.434,35	15.117,89
19	7.445,16	670,06	667,00	667,00	755,94	4.434,35	14.639,51

Nivel Salarial	Salario Base	2 Quinquenios 12%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	2.722,14	2.088,21	2.088,21	2.366,64	4.434,35	36.384,02
2	18.031,25	2.163,75	1.659,86	1.659,86	1.881,18	4.434,35	29.830,25
3	17.449,60	2.093,95	1.606,32	1.606,32	1.820,50	4.434,35	29.011,03
4	16.286,28	1.954,35	1.499,23	1.499,23	1.699,13	4.434,35	27.372,57
5	15.122,99	1.814,76	1.392,14	1.392,14	1.577,76	4.434,35	25.734,15
6	13.959,68	1.675,16	1.285,05	1.285,05	1.456,40	4.434,35	24.095,69
7	13.378,03	1.605,36	1.231,51	1.231,51	1.395,71	4.434,35	23.276,48
8	12.796,36	1.535,56	1.177,97	1.177,97	1.335,03	4.434,35	22.457,24
9	12.214,72	1.465,77	1.124,42	1.124,42	1.274,35	4.434,35	21.638,03
10	11.633,06	1.395,97	1.070,88	1.070,88	1.213,66	4.434,35	20.818,81
11	11.051,41	1.326,17	1.017,34	1.017,34	1.152,98	4.434,35	19.999,58
12	10.469,76	1.256,37	963,79	963,79	1.092,30	4.434,35	19.180,36
13	9.888,10	1.186,57	910,25	910,25	1.031,61	4.434,35	18.361,12
14	9.480,95	1.137,71	872,77	872,77	989,14	4.434,35	17.787,68
15	9.015,62	1.081,87	829,93	829,93	940,59	4.434,35	17.132,29
16	8.550,29	1.026,04	787,10	787,10	892,04	4.434,35	16.476,92
17	8.143,15	977,18	749,62	749,62	849,56	4.434,35	15.903,48
18	7.794,16	935,30	717,49	717,49	813,15	4.434,35	15.411,94
19	7.445,16	893,42	685,36	685,36	776,74	4.434,35	14.920,40

Nivel Salarial	Salario Base	3 Quinquenios 15%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	3.402,67	2.144,15	2.144,15	2.430,03	4.434,35	37.239,81
2	18.031,25	2.704,69	1.704,32	1.704,32	1.931,57	4.434,35	30.510,50
3	17.449,60	2.617,44	1.649,35	1.649,35	1.869,26	4.434,35	29.669,34
4	16.286,28	2.442,94	1.539,39	1.539,39	1.744,64	4.434,35	27.986,98
5	15.122,99	2.268,45	1.429,43	1.429,43	1.620,02	4.434,35	26.304,68
6	13.959,68	2.093,95	1.319,48	1.319,48	1.495,41	4.434,35	24.622,34
7	13.378,03	2.006,70	1.264,50	1.264,50	1.433,10	4.434,35	23.781,18
8	12.796,36	1.919,45	1.209,52	1.209,52	1.370,79	4.434,35	22.939,99
9	12.214,72	1.832,21	1.154,54	1.154,54	1.308,48	4.434,35	22.098,85
10	11.633,06	1.744,96	1.099,56	1.099,56	1.246,17	4.434,35	21.257,67
11	11.051,41	1.657,71	1.044,58	1.044,58	1.183,86	4.434,35	20.416,50
12	10.469,76	1.570,46	989,61	989,61	1.121,55	4.434,35	19.575,34
13	9.888,10	1.483,21	934,63	934,63	1.059,24	4.434,35	18.734,16
14	9.480,95	1.422,14	896,14	896,14	1.015,63	4.434,35	18.145,36
15	9.015,62	1.352,34	852,16	852,16	965,78	4.434,35	17.472,42
16	8.550,29	1.282,54	808,18	808,18	915,94	4.434,35	16.799,48
17	8.143,15	1.221,47	769,69	769,69	872,32	4.434,35	16.210,68
18	7.794,16	1.169,12	736,71	736,71	834,94	4.434,35	15.705,98
19	7.445,16	1.116,77	703,72	703,72	797,55	4.434,35	15.201,27

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2018

Nivel Salarial	Salario Base	4 Quinquenios 18%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	4.083,20	2.200,08	2.200,08	2.493,43	4.434,35	38.095,60
2	18.031,25	3.245,62	1.748,78	1.748,78	1.981,95	4.434,35	31.190,74
3	17.449,60	3.140,93	1.692,37	1.692,37	1.918,02	4.434,35	30.327,65
4	16.286,28	2.931,53	1.579,55	1.579,55	1.790,15	4.434,35	28.601,40
5	15.122,99	2.722,14	1.466,72	1.466,72	1.662,29	4.434,35	26.875,21
6	13.959,68	2.512,74	1.353,90	1.353,90	1.534,42	4.434,35	25.148,98
7	13.378,03	2.408,05	1.297,49	1.297,49	1.470,48	4.434,35	24.285,89
8	12.796,36	2.303,35	1.241,07	1.241,07	1.406,55	4.434,35	23.422,76
9	12.214,72	2.198,65	1.184,66	1.184,66	1.342,62	4.434,35	22.559,66
10	11.633,06	2.093,95	1.128,25	1.128,25	1.278,68	4.434,35	21.696,54
11	11.051,41	1.989,25	1.071,83	1.071,83	1.214,75	4.434,35	20.833,42
12	10.469,76	1.884,56	1.015,42	1.015,42	1.150,81	4.434,35	19.970,33
13	9.888,10	1.779,86	959,01	959,01	1.086,88	4.434,35	19.107,21
14	9.480,95	1.706,57	919,52	919,52	1.042,13	4.434,35	18.503,04
15	9.015,62	1.622,81	874,39	874,39	990,98	4.434,35	17.812,55
16	8.550,29	1.539,05	829,26	829,26	939,83	4.434,35	17.122,05
17	8.143,15	1.465,77	789,77	789,77	895,08	4.434,35	16.517,90
18	7.794,16	1.402,95	755,93	755,93	856,72	4.434,35	16.000,03
19	7.445,16	1.340,13	722,08	722,08	818,36	4.434,35	15.482,15

Nivel Salarial	Salario Base	5 Quinquenios 21%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	4.763,74	2.256,02	2.256,02	2.556,82	4.434,35	38.951,40
2	18.031,25	3.786,56	1.793,24	1.793,24	2.032,34	4.434,35	31.870,99
3	17.449,60	3.664,42	1.735,40	1.735,40	1.966,79	4.434,35	30.985,95
4	16.286,28	3.420,12	1.619,70	1.619,70	1.835,66	4.434,35	29.215,82
5	15.122,99	3.175,83	1.504,01	1.504,01	1.704,55	4.434,35	27.445,74
6	13.959,68	2.931,53	1.388,32	1.388,32	1.573,43	4.434,35	25.675,62
7	13.378,03	2.809,39	1.330,47	1.330,47	1.507,87	4.434,35	24.790,59
8	12.796,36	2.687,24	1.272,63	1.272,63	1.442,31	4.434,35	23.905,51
9	12.214,72	2.565,09	1.214,78	1.214,78	1.376,75	4.434,35	23.020,47
10	11.633,06	2.442,94	1.156,93	1.156,93	1.311,19	4.434,35	22.135,41
11	11.051,41	2.320,80	1.099,09	1.099,09	1.245,63	4.434,35	21.250,36
12	10.469,76	2.198,65	1.041,24	1.041,24	1.180,07	4.434,35	20.365,31
13	9.888,10	2.076,50	983,39	983,39	1.114,51	4.434,35	19.480,24
14	9.480,95	1.991,00	942,90	942,90	1.068,62	4.434,35	18.860,72
15	9.015,62	1.893,28	896,62	896,62	1.016,17	4.434,35	18.152,67
16	8.550,29	1.795,56	850,34	850,34	963,72	4.434,35	17.444,62
17	8.143,15	1.710,06	809,85	809,85	917,83	4.434,35	16.825,10
18	7.794,16	1.636,77	775,14	775,14	878,50	4.434,35	16.294,07
19	7.445,16	1.563,48	740,44	740,44	839,16	4.434,35	15.763,02

Nivel Salarial	Salario Base	6 Quinquenios 24%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	5.444,27	2.311,95	2.311,95	2.620,21	4.434,35	39.807,19
2	18.031,25	4.327,50	1.837,71	1.837,71	2.082,73	4.434,35	32.551,24
3	17.449,60	4.187,90	1.778,42	1.778,42	2.015,55	4.434,35	31.644,25
4	16.286,28	3.908,71	1.659,86	1.659,86	1.881,18	4.434,35	29.830,24
5	15.122,99	3.629,52	1.541,30	1.541,30	1.746,81	4.434,35	28.016,27
6	13.959,68	3.350,32	1.422,74	1.422,74	1.612,44	4.434,35	26.202,26
7	13.378,03	3.210,73	1.363,46	1.363,46	1.545,25	4.434,35	25.295,29
8	12.796,36	3.071,13	1.304,18	1.304,18	1.478,07	4.434,35	24.388,27
9	12.214,72	2.931,53	1.244,90	1.244,90	1.410,88	4.434,35	23.481,28
10	11.633,06	2.791,94	1.185,62	1.185,62	1.343,70	4.434,35	22.574,29
11	11.051,41	2.652,34	1.126,34	1.126,34	1.276,51	4.434,35	21.667,28
12	10.469,76	2.512,74	1.067,05	1.067,05	1.209,33	4.434,35	20.760,29
13	9.888,10	2.373,14	1.007,77	1.007,77	1.142,14	4.434,35	19.853,28
14	9.480,95	2.275,43	966,28	966,28	1.095,11	4.434,35	19.218,40
15	9.015,62	2.163,75	918,85	918,85	1.041,37	4.434,35	18.492,80
16	8.550,29	2.052,07	871,43	871,43	987,62	4.434,35	17.767,19
17	8.143,15	1.954,36	829,93	829,93	940,59	4.434,35	17.132,32
18	7.794,16	1.870,60	794,36	794,36	900,28	4.434,35	16.588,12
19	7.445,16	1.786,84	758,79	758,79	859,97	4.434,35	16.043,90

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2018

Nivel Salarial	Salario Base	7 Quinquenios 27%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	6.124,80	2.367,88	2.367,88	2.683,60	4.434,35	40.662,98
2	18.031,25	4.868,44	1.882,17	1.882,17	2.133,12	4.434,35	33.231,49
3	17.449,60	4.711,39	1.821,45	1.821,45	2.064,31	4.434,35	32.302,56
4	16.286,28	4.397,30	1.700,02	1.700,02	1.926,69	4.434,35	30.444,66
5	15.122,99	4.083,21	1.578,59	1.578,59	1.789,07	4.434,35	28.586,80
6	13.959,68	3.769,11	1.457,16	1.457,16	1.651,45	4.434,35	26.728,91
7	13.378,03	3.612,07	1.396,45	1.396,45	1.582,64	4.434,35	25.799,98
8	12.796,36	3.455,02	1.335,73	1.335,73	1.513,83	4.434,35	24.871,02
9	12.214,72	3.297,97	1.275,02	1.275,02	1.445,02	4.434,35	23.942,09
10	11.633,06	3.140,93	1.214,30	1.214,30	1.376,21	4.434,35	23.013,15
11	11.051,41	2.983,88	1.153,59	1.153,59	1.307,40	4.434,35	22.084,21
12	10.469,76	2.826,84	1.092,87	1.092,87	1.238,59	4.434,35	21.155,28
13	9.888,10	2.669,79	1.032,15	1.032,15	1.169,78	4.434,35	20.226,32
14	9.480,95	2.559,86	989,66	989,66	1.121,61	4.434,35	19.576,08
15	9.015,62	2.434,22	941,08	941,08	1.066,56	4.434,35	18.832,92
16	8.550,29	2.308,58	892,51	892,51	1.011,51	4.434,35	18.089,76
17	8.143,15	2.198,65	850,01	850,01	963,35	4.434,35	17.439,52
18	7.794,16	2.104,42	813,58	813,58	922,06	4.434,35	16.882,15
19	7.445,16	2.010,19	777,15	777,15	880,77	4.434,35	16.324,77

Nivel Salarial	Salario Base	8 Quinquenios 30%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	22.684,46	6.805,34	2.423,82	2.423,82	2.747,00	4.434,35	41.518,79
2	18.031,25	5.409,37	1.926,63	1.926,63	2.183,51	4.434,35	33.911,73
3	17.449,60	5.234,88	1.864,48	1.864,48	2.113,07	4.434,35	32.960,86
4	16.286,28	4.885,88	1.740,18	1.740,18	1.972,20	4.434,35	31.059,07
5	15.122,99	4.536,90	1.615,88	1.615,88	1.831,33	4.434,35	29.157,33
6	13.959,68	4.187,90	1.491,58	1.491,58	1.690,46	4.434,35	27.255,55
7	13.378,03	4.013,41	1.429,43	1.429,43	1.620,02	4.434,35	26.304,68
8	12.796,36	3.838,91	1.367,28	1.367,28	1.549,59	4.434,35	25.353,78
9	12.214,72	3.664,42	1.305,13	1.305,13	1.479,15	4.434,35	24.402,91
10	11.633,06	3.489,92	1.242,98	1.242,98	1.408,72	4.434,35	23.452,02
11	11.051,41	3.315,42	1.180,84	1.180,84	1.338,28	4.434,35	22.501,13
12	10.469,76	3.140,93	1.118,69	1.118,69	1.267,85	4.434,35	21.550,26
13	9.888,10	2.966,43	1.056,54	1.056,54	1.197,41	4.434,35	20.599,36
14	9.480,95	2.844,29	1.013,03	1.013,03	1.148,10	4.434,35	19.933,76
15	9.015,62	2.704,69	963,31	963,31	1.091,76	4.434,35	19.173,05
16	8.550,29	2.565,09	913,59	913,59	1.035,41	4.434,35	18.412,33
17	8.143,15	2.442,94	870,09	870,09	986,10	4.434,35	17.746,72
18	7.794,16	2.338,25	832,80	832,80	943,84	4.434,35	17.176,20
19	7.445,16	2.233,55	795,51	795,51	901,58	4.434,35	16.605,66

