



**ESTRUCTURA SALARIAL
DEL CONVENI COL·LECTIU
A PARTIR DE L'1 DE GENER DE 2020**

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2020

Nivel Salarial	Salario Base	Sin Antigüedad 0%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	0,00	1.932,20	1.932,20	2.189,83	4.595,43	34.158,11
2	18.686,21	0,00	1.535,85	1.535,85	1.740,63	4.595,43	28.093,97
3	18.083,44	0,00	1.486,31	1.486,31	1.684,48	4.595,43	27.335,96
4	16.877,86	0,00	1.387,22	1.387,22	1.572,18	4.595,43	25.819,91
5	15.672,31	0,00	1.288,14	1.288,14	1.459,89	4.595,43	24.303,91
6	14.466,75	0,00	1.189,05	1.189,05	1.347,59	4.595,43	22.787,86
7	13.863,97	0,00	1.139,50	1.139,50	1.291,44	4.595,43	22.029,84
8	13.261,18	0,00	1.089,96	1.089,96	1.235,29	4.595,43	21.271,81
9	12.658,41	0,00	1.040,42	1.040,42	1.179,14	4.595,43	20.513,81
10	12.055,62	0,00	990,87	990,87	1.122,99	4.595,43	19.755,78
11	11.452,84	0,00	941,33	941,33	1.066,84	4.595,43	18.997,76
12	10.850,07	0,00	891,79	891,79	1.010,69	4.595,43	18.239,76
13	10.247,27	0,00	842,24	842,24	954,54	4.595,43	17.481,72
14	9.825,34	0,00	807,56	807,56	915,24	4.595,43	16.951,12
15	9.343,11	0,00	767,93	767,93	870,32	4.595,43	16.344,71
16	8.860,87	0,00	728,29	728,29	825,40	4.595,43	15.738,28
17	8.438,94	0,00	693,61	693,61	786,09	4.595,43	15.207,68
18	8.077,27	0,00	663,89	663,89	752,40	4.595,43	14.752,88
19	7.715,59	0,00	634,16	634,16	718,71	4.595,43	14.298,05

Nivel Salarial	Salario Base	1 Trienio 3%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	705,25	1.990,17	1.990,17	2.255,52	4.595,43	35.044,98
2	18.686,21	560,59	1.581,93	1.581,93	1.792,85	4.595,43	28.798,94
3	18.083,44	542,50	1.530,90	1.530,90	1.735,02	4.595,43	28.018,18
4	16.877,86	506,34	1.428,84	1.428,84	1.619,35	4.595,43	26.456,65
5	15.672,31	470,17	1.326,78	1.326,78	1.503,68	4.595,43	24.895,15
6	14.466,75	434,00	1.224,72	1.224,72	1.388,01	4.595,43	23.333,62
7	13.863,97	415,92	1.173,69	1.173,69	1.330,18	4.595,43	22.552,88
8	13.261,18	397,84	1.122,66	1.122,66	1.272,35	4.595,43	21.772,11
9	12.658,41	379,75	1.071,63	1.071,63	1.214,51	4.595,43	20.991,35
10	12.055,62	361,67	1.020,60	1.020,60	1.156,68	4.595,43	20.210,60
11	11.452,84	343,59	969,57	969,57	1.098,85	4.595,43	19.429,84
12	10.850,07	325,50	918,54	918,54	1.041,01	4.595,43	18.649,08
13	10.247,27	307,42	867,51	867,51	983,18	4.595,43	17.868,31
14	9.825,34	294,76	831,79	831,79	942,69	4.595,43	17.321,79
15	9.343,11	280,29	790,96	790,96	896,43	4.595,43	16.697,18
16	8.860,87	265,83	750,14	750,14	850,16	4.595,43	16.072,57
17	8.438,94	253,17	714,42	714,42	809,68	4.595,43	15.526,05
18	8.077,27	242,32	683,80	683,80	774,98	4.595,43	15.057,60
19	7.715,59	231,47	653,18	653,18	740,27	4.595,43	14.589,13

Nivel Salarial	Salario Base	2 Trienios 6%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	1.410,51	2.048,13	2.048,13	2.321,22	4.595,43	35.931,87
2	18.686,21	1.121,17	1.628,00	1.628,00	1.845,07	4.595,43	29.503,89
3	18.083,44	1.085,01	1.575,49	1.575,49	1.785,55	4.595,43	28.700,41
4	16.877,86	1.012,67	1.470,45	1.470,45	1.666,52	4.595,43	27.093,38
5	15.672,31	940,34	1.365,42	1.365,42	1.547,48	4.595,43	25.486,41
6	14.466,75	868,00	1.260,39	1.260,39	1.428,44	4.595,43	23.879,39
7	13.863,97	831,84	1.207,88	1.207,88	1.368,93	4.595,43	23.075,91
8	13.261,18	795,67	1.155,36	1.155,36	1.309,41	4.595,43	22.272,39
9	12.658,41	759,50	1.102,84	1.102,84	1.249,89	4.595,43	21.468,90
10	12.055,62	723,34	1.050,33	1.050,33	1.190,37	4.595,43	20.665,41
11	11.452,84	687,17	997,81	997,81	1.130,85	4.595,43	19.861,90
12	10.850,07	651,00	945,29	945,29	1.071,33	4.595,43	19.058,41
13	10.247,27	614,84	892,78	892,78	1.011,81	4.595,43	18.254,90
14	9.825,34	589,52	856,02	856,02	970,15	4.595,43	17.692,47
15	9.343,11	560,59	814,00	814,00	922,54	4.595,43	17.049,66
16	8.860,87	531,65	771,99	771,99	874,92	4.595,43	16.406,85
17	8.438,94	506,34	735,23	735,23	833,26	4.595,43	15.844,42
18	8.077,27	484,64	703,72	703,72	797,55	4.595,43	15.362,32
19	7.715,59	462,94	672,21	672,21	761,84	4.595,43	14.880,21

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2020

Nivel Salarial	Salario Base	1 Quinquenio 9%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	2.115,76	2.106,10	2.106,10	2.386,91	4.595,43	36.818,75
2	18.686,21	1.681,76	1.674,08	1.674,08	1.897,29	4.595,43	30.208,85
3	18.083,44	1.627,51	1.620,08	1.620,08	1.836,09	4.595,43	29.382,62
4	16.877,86	1.519,01	1.512,07	1.512,07	1.713,68	4.595,43	27.730,12
5	15.672,31	1.410,51	1.404,07	1.404,07	1.591,28	4.595,43	26.077,66
6	14.466,75	1.302,01	1.296,06	1.296,06	1.468,87	4.595,43	24.425,18
7	13.863,97	1.247,76	1.242,06	1.242,06	1.407,67	4.595,43	23.598,95
8	13.261,18	1.193,51	1.188,06	1.188,06	1.346,46	4.595,43	22.772,69
9	12.658,41	1.139,26	1.134,05	1.134,05	1.285,26	4.595,43	21.946,46
10	12.055,62	1.085,01	1.080,05	1.080,05	1.224,06	4.595,43	21.120,22
11	11.452,84	1.030,76	1.026,05	1.026,05	1.162,86	4.595,43	20.293,98
12	10.850,07	976,51	972,05	972,05	1.101,65	4.595,43	19.467,75
13	10.247,27	922,25	918,04	918,04	1.040,45	4.595,43	18.641,48
14	9.825,34	884,28	880,24	880,24	997,61	4.595,43	18.063,14
15	9.343,11	840,88	837,04	837,04	948,65	4.595,43	17.402,14
16	8.860,87	797,48	793,84	793,84	899,68	4.595,43	16.741,14
17	8.438,94	759,50	756,04	756,04	856,84	4.595,43	16.162,78
18	8.077,27	726,95	723,63	723,63	820,12	4.595,43	15.667,04
19	7.715,59	694,40	691,23	691,23	783,40	4.595,43	15.171,28

Nivel Salarial	Salario Base	2 Quinquenios 12%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	2.821,01	2.164,07	2.164,07	2.452,61	4.595,43	37.705,62
2	18.686,21	2.242,35	1.720,16	1.720,16	1.949,51	4.595,43	30.913,81
3	18.083,44	2.170,01	1.664,67	1.664,67	1.886,62	4.595,43	30.064,83
4	16.877,86	2.025,34	1.553,69	1.553,69	1.760,85	4.595,43	28.366,85
5	15.672,31	1.880,68	1.442,71	1.442,71	1.635,07	4.595,43	26.668,92
6	14.466,75	1.736,01	1.331,73	1.331,73	1.509,30	4.595,43	24.970,95
7	13.863,97	1.663,68	1.276,25	1.276,25	1.446,41	4.595,43	24.121,98
8	13.261,18	1.591,34	1.220,76	1.220,76	1.383,52	4.595,43	23.272,98
9	12.658,41	1.519,01	1.165,27	1.165,27	1.320,64	4.595,43	22.424,01
10	12.055,62	1.446,67	1.109,78	1.109,78	1.257,75	4.595,43	21.575,02
11	11.452,84	1.374,34	1.054,29	1.054,29	1.194,86	4.595,43	20.726,04
12	10.850,07	1.302,01	998,80	998,80	1.131,97	4.595,43	19.877,08
13	10.247,27	1.229,67	943,31	943,31	1.069,08	4.595,43	19.028,07
14	9.825,34	1.179,04	904,47	904,47	1.025,07	4.595,43	18.433,81
15	9.343,11	1.121,17	860,08	860,08	974,75	4.595,43	17.754,61
16	8.860,87	1.063,30	815,69	815,69	924,44	4.595,43	17.075,41
17	8.438,94	1.012,67	776,84	776,84	880,42	4.595,43	16.481,15
18	8.077,27	969,27	743,55	743,55	842,69	4.595,43	15.971,76
19	7.715,59	925,87	710,26	710,26	804,96	4.595,43	15.462,36

Nivel Salarial	Salario Base	3 Quinquenios 15%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	3.526,27	2.222,03	2.222,03	2.518,30	4.595,43	38.592,51
2	18.686,21	2.802,93	1.766,23	1.766,23	2.001,73	4.595,43	31.618,76
3	18.083,44	2.712,52	1.709,26	1.709,26	1.937,16	4.595,43	30.747,06
4	16.877,86	2.531,68	1.595,30	1.595,30	1.808,01	4.595,43	29.003,59
5	15.672,31	2.350,85	1.481,36	1.481,36	1.678,87	4.595,43	27.260,17
6	14.466,75	2.170,01	1.367,40	1.367,40	1.549,73	4.595,43	25.516,72
7	13.863,97	2.079,60	1.310,43	1.310,43	1.485,15	4.595,43	24.645,02
8	13.261,18	1.989,18	1.253,45	1.253,45	1.420,58	4.595,43	23.773,27
9	12.658,41	1.898,76	1.196,48	1.196,48	1.356,01	4.595,43	22.901,56
10	12.055,62	1.808,34	1.139,50	1.139,50	1.291,44	4.595,43	22.029,83
11	11.452,84	1.717,93	1.082,53	1.082,53	1.226,87	4.595,43	21.158,12
12	10.850,07	1.627,51	1.025,55	1.025,55	1.162,29	4.595,43	20.286,40
13	10.247,27	1.537,09	968,58	968,58	1.097,72	4.595,43	19.414,66
14	9.825,34	1.473,80	928,70	928,70	1.052,52	4.595,43	18.804,48
15	9.343,11	1.401,47	883,12	883,12	1.000,86	4.595,43	18.107,10
16	8.860,87	1.329,13	837,53	837,53	949,21	4.595,43	17.409,71
17	8.438,94	1.265,84	797,65	797,65	904,01	4.595,43	16.799,52
18	8.077,27	1.211,59	763,47	763,47	865,26	4.595,43	16.276,49
19	7.715,59	1.157,34	729,28	729,28	826,52	4.595,43	15.753,44

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2020

Nivel Salarial	Salario Base	4 Quinquenios 18%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	4.231,52	2.280,00	2.280,00	2.584,00	4.595,43	39.479,39
2	18.686,21	3.363,52	1.812,31	1.812,31	2.053,95	4.595,43	32.323,72
3	18.083,44	3.255,02	1.753,85	1.753,85	1.987,69	4.595,43	31.429,27
4	16.877,86	3.038,01	1.636,92	1.636,92	1.855,18	4.595,43	29.640,31
5	15.672,31	2.821,02	1.520,00	1.520,00	1.722,67	4.595,43	27.851,43
6	14.466,75	2.604,01	1.403,08	1.403,08	1.590,15	4.595,43	26.062,49
7	13.863,97	2.495,52	1.344,62	1.344,62	1.523,90	4.595,43	25.168,05
8	13.261,18	2.387,01	1.286,15	1.286,15	1.457,64	4.595,43	24.273,56
9	12.658,41	2.278,51	1.227,69	1.227,69	1.391,38	4.595,43	23.379,11
10	12.055,62	2.170,01	1.169,23	1.169,23	1.325,13	4.595,43	22.484,65
11	11.452,84	2.061,51	1.110,77	1.110,77	1.258,87	4.595,43	21.590,18
12	10.850,07	1.953,01	1.052,31	1.052,31	1.192,62	4.595,43	20.695,73
13	10.247,27	1.844,51	993,85	993,85	1.126,36	4.595,43	19.801,25
14	9.825,34	1.768,56	952,92	952,92	1.079,98	4.595,43	19.175,15
15	9.343,11	1.681,76	906,15	906,15	1.026,97	4.595,43	18.459,57
16	8.860,87	1.594,96	859,38	859,38	973,97	4.595,43	17.744,00
17	8.438,94	1.519,01	818,46	818,46	927,59	4.595,43	17.117,89
18	8.077,27	1.453,91	783,38	783,38	887,84	4.595,43	16.581,21
19	7.715,59	1.388,81	748,31	748,31	848,08	4.595,43	16.044,53

Nivel Salarial	Salario Base	5 Quinquenios 21%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	4.936,77	2.337,96	2.337,96	2.649,69	4.595,43	40.366,26
2	18.686,21	3.924,10	1.858,38	1.858,38	2.106,17	4.595,43	33.028,67
3	18.083,44	3.797,52	1.798,43	1.798,43	2.038,23	4.595,43	32.111,48
4	16.877,86	3.544,35	1.678,54	1.678,54	1.902,34	4.595,43	30.277,05
5	15.672,31	3.291,19	1.558,64	1.558,64	1.766,46	4.595,43	28.442,68
6	14.466,75	3.038,02	1.438,75	1.438,75	1.630,58	4.595,43	26.608,27
7	13.863,97	2.911,43	1.378,80	1.378,80	1.562,64	4.595,43	25.691,07
8	13.261,18	2.784,85	1.318,85	1.318,85	1.494,70	4.595,43	24.773,86
9	12.658,41	2.658,27	1.258,90	1.258,90	1.426,76	4.595,43	23.856,67
10	12.055,62	2.531,68	1.198,96	1.198,96	1.358,82	4.595,43	22.939,46
11	11.452,84	2.405,10	1.139,01	1.139,01	1.290,88	4.595,43	22.022,26
12	10.850,07	2.278,51	1.079,06	1.079,06	1.222,94	4.595,43	21.105,06
13	10.247,27	2.151,93	1.019,11	1.019,11	1.154,99	4.595,43	20.187,85
14	9.825,34	2.063,32	977,15	977,15	1.107,44	4.595,43	19.545,82
15	9.343,11	1.962,05	929,19	929,19	1.053,08	4.595,43	18.812,05
16	8.860,87	1.860,78	881,23	881,23	998,73	4.595,43	18.078,27
17	8.438,94	1.772,18	839,27	839,27	951,17	4.595,43	17.436,26
18	8.077,27	1.696,23	803,30	803,30	910,41	4.595,43	16.885,94
19	7.715,59	1.620,27	767,33	767,33	869,64	4.595,43	16.335,59

Nivel Salarial	Salario Base	6 Quinquenios 24%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	5.642,03	2.395,93	2.395,93	2.715,39	4.595,43	41.253,15
2	18.686,21	4.484,69	1.904,46	1.904,46	2.158,39	4.595,43	33.733,63
3	18.083,44	4.340,03	1.843,02	1.843,02	2.088,76	4.595,43	32.793,71
4	16.877,86	4.050,69	1.720,15	1.720,15	1.949,51	4.595,43	30.913,79
5	15.672,31	3.761,36	1.597,29	1.597,29	1.810,26	4.595,43	29.033,94
6	14.466,75	3.472,02	1.474,42	1.474,42	1.671,01	4.595,43	27.154,04
7	13.863,97	3.327,35	1.412,99	1.412,99	1.601,38	4.595,43	26.214,10
8	13.261,18	3.182,68	1.351,55	1.351,55	1.531,76	4.595,43	25.274,14
9	12.658,41	3.038,02	1.290,12	1.290,12	1.462,13	4.595,43	24.334,22
10	12.055,62	2.893,35	1.228,68	1.228,68	1.392,51	4.595,43	23.394,27
11	11.452,84	2.748,68	1.167,25	1.167,25	1.322,88	4.595,43	22.454,32
12	10.850,07	2.604,02	1.105,82	1.105,82	1.253,26	4.595,43	21.514,40
13	10.247,27	2.459,35	1.044,38	1.044,38	1.183,63	4.595,43	20.574,44
14	9.825,34	2.358,08	1.001,38	1.001,38	1.134,89	4.595,43	19.916,49
15	9.343,11	2.242,35	952,23	952,23	1.079,19	4.595,43	19.164,53
16	8.860,87	2.126,61	903,08	903,08	1.023,49	4.595,43	18.412,56
17	8.438,94	2.025,35	860,08	860,08	974,76	4.595,43	17.754,63
18	8.077,27	1.938,55	823,22	823,22	932,98	4.595,43	17.190,67
19	7.715,59	1.851,74	786,36	786,36	891,20	4.595,43	16.626,68

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2020

Nivel Salarial	Salario Base	7 Quinquenios 27%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	6.347,28	2.453,90	2.453,90	2.781,08	4.595,43	42.140,03
2	18.686,21	5.045,28	1.950,53	1.950,53	2.210,60	4.595,43	34.438,59
3	18.083,44	4.882,53	1.887,61	1.887,61	2.139,30	4.595,43	33.475,92
4	16.877,86	4.557,02	1.761,77	1.761,77	1.996,67	4.595,43	31.550,52
5	15.672,31	4.231,52	1.635,93	1.635,93	1.854,06	4.595,43	29.625,18
6	14.466,75	3.906,02	1.510,09	1.510,09	1.711,44	4.595,43	27.699,81
7	13.863,97	3.743,27	1.447,17	1.447,17	1.640,13	4.595,43	26.737,14
8	13.261,18	3.580,52	1.384,25	1.384,25	1.568,82	4.595,43	25.774,44
9	12.658,41	3.417,77	1.321,33	1.321,33	1.497,51	4.595,43	24.811,77
10	12.055,62	3.255,02	1.258,41	1.258,41	1.426,20	4.595,43	23.849,08
11	11.452,84	3.092,27	1.195,49	1.195,49	1.354,89	4.595,43	22.886,40
12	10.850,07	2.929,52	1.132,57	1.132,57	1.283,58	4.595,43	21.923,73
13	10.247,27	2.766,76	1.069,65	1.069,65	1.212,27	4.595,43	20.961,01
14	9.825,34	2.652,84	1.025,60	1.025,60	1.162,35	4.595,43	20.287,16
15	9.343,11	2.522,64	975,27	975,27	1.105,30	4.595,43	19.517,01
16	8.860,87	2.392,44	924,93	924,93	1.048,25	4.595,43	18.746,85
17	8.438,94	2.278,51	880,89	880,89	998,34	4.595,43	18.072,99
18	8.077,27	2.180,86	843,13	843,13	955,55	4.595,43	17.495,38
19	7.715,59	2.083,21	805,38	805,38	912,77	4.595,43	16.917,76

Nivel Salarial	Salario Base	8 Quinquenios 30%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	23.508,45	7.052,54	2.511,86	2.511,86	2.846,78	4.595,43	43.026,92
2	18.686,21	5.605,86	1.996,61	1.996,61	2.262,82	4.595,43	35.143,54
3	18.083,44	5.425,03	1.932,20	1.932,20	2.189,83	4.595,43	34.158,13
4	16.877,86	5.063,36	1.803,39	1.803,39	2.043,84	4.595,43	32.187,26
5	15.672,31	4.701,69	1.674,58	1.674,58	1.897,85	4.595,43	30.216,43
6	14.466,75	4.340,02	1.545,76	1.545,76	1.751,86	4.595,43	28.245,58
7	13.863,97	4.159,19	1.481,36	1.481,36	1.678,87	4.595,43	27.260,17
8	13.261,18	3.978,35	1.416,95	1.416,95	1.605,87	4.595,43	26.274,72
9	12.658,41	3.797,52	1.352,54	1.352,54	1.532,88	4.595,43	25.289,32
10	12.055,62	3.616,69	1.288,14	1.288,14	1.459,89	4.595,43	24.303,89
11	11.452,84	3.435,85	1.223,73	1.223,73	1.386,89	4.595,43	23.318,46
12	10.850,07	3.255,02	1.159,32	1.159,32	1.313,90	4.595,43	22.333,05
13	10.247,27	3.074,18	1.094,91	1.094,91	1.240,90	4.595,43	21.347,61
14	9.825,34	2.947,60	1.049,83	1.049,83	1.189,81	4.595,43	20.657,83
15	9.343,11	2.802,93	998,30	998,30	1.131,41	4.595,43	19.869,48
16	8.860,87	2.658,26	946,78	946,78	1.073,02	4.595,43	19.081,13
17	8.438,94	2.531,68	901,69	901,69	1.021,92	4.595,43	18.391,36
18	8.077,27	2.423,18	863,05	863,05	978,12	4.595,43	17.800,10
19	7.715,59	2.314,68	824,41	824,41	934,33	4.595,43	17.208,84