

Taules Salarials 2026

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2026

Nivel Salarial	Salario Base	Sin Antigüedad 0%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	0,00	2.254,76	2.254,76	2.555,40	5.362,59	39.860,45
2	21.805,67	0,00	1.792,25	1.792,25	2.031,21	5.362,59	32.783,97
3	21.102,27	0,00	1.734,43	1.734,43	1.965,69	5.362,59	31.899,41
4	19.695,44	0,00	1.618,80	1.618,80	1.834,64	5.362,59	30.130,27
5	18.288,64	0,00	1.503,18	1.503,18	1.703,60	5.362,59	28.361,19
6	16.881,82	0,00	1.387,55	1.387,55	1.572,55	5.362,59	26.592,06
7	16.178,44	0,00	1.329,73	1.329,73	1.507,03	5.362,59	25.707,52
8	15.474,99	0,00	1.271,92	1.271,92	1.441,51	5.362,59	24.822,93
9	14.771,60	0,00	1.214,10	1.214,10	1.375,98	5.362,59	23.938,37
10	14.068,19	0,00	1.156,29	1.156,29	1.310,46	5.362,59	23.053,82
11	13.364,78	0,00	1.098,48	1.098,48	1.244,94	5.362,59	22.169,27
12	12.661,37	0,00	1.040,66	1.040,66	1.179,42	5.362,59	21.284,70
13	11.957,95	0,00	982,85	982,85	1.113,89	5.362,59	20.400,13
14	11.465,58	0,00	942,38	942,38	1.068,03	5.362,59	19.780,96
15	10.902,84	0,00	896,12	896,12	1.015,61	5.362,59	19.073,28
16	10.340,11	0,00	849,87	849,87	963,19	5.362,59	18.365,63
17	9.847,74	0,00	809,40	809,40	917,32	5.362,59	17.746,45
18	9.425,69	0,00	774,71	774,71	878,01	5.362,59	17.215,71

Nivel Salarial	Salario Base	1 Trienio 3%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	822,99	2.322,41	2.322,41	2.632,06	5.362,59	40.895,39
2	21.805,67	654,17	1.846,01	1.846,01	2.092,15	5.362,59	33.606,61
3	21.102,27	633,07	1.786,47	1.786,47	2.024,66	5.362,59	32.695,52
4	19.695,44	590,86	1.667,37	1.667,37	1.889,68	5.362,59	30.873,31
5	18.288,64	548,66	1.548,27	1.548,27	1.754,71	5.362,59	29.051,14
6	16.881,82	506,45	1.429,17	1.429,17	1.619,73	5.362,59	27.228,94
7	16.178,44	485,35	1.369,63	1.369,63	1.552,24	5.362,59	26.317,88
8	15.474,99	464,25	1.310,07	1.310,07	1.484,75	5.362,59	25.406,73
9	14.771,60	443,15	1.250,53	1.250,53	1.417,26	5.362,59	24.495,66
10	14.068,19	422,05	1.190,98	1.190,98	1.349,78	5.362,59	23.584,56
11	13.364,78	400,94	1.131,43	1.131,43	1.282,29	5.362,59	22.673,45
12	12.661,37	379,84	1.071,88	1.071,88	1.214,80	5.362,59	21.762,36
13	11.957,95	358,74	1.012,33	1.012,33	1.147,31	5.362,59	20.851,25
14	11.465,58	343,97	970,65	970,65	1.100,07	5.362,59	20.213,50
15	10.902,84	327,09	923,01	923,01	1.046,08	5.362,59	19.484,61
16	10.340,11	310,20	875,37	875,37	992,08	5.362,59	18.755,72
17	9.847,74	295,43	833,69	833,69	944,84	5.362,59	18.117,97
18	9.425,69	282,77	797,96	797,96	904,35	5.362,59	17.571,31

Nivel Salarial	Salario Base	2 Trienios 6%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	1.645,98	2.390,05	2.390,05	2.708,72	5.362,59	41.930,33
2	21.805,67	1.308,34	1.899,78	1.899,78	2.153,09	5.362,59	34.429,25
3	21.102,27	1.266,14	1.838,50	1.838,50	2.083,63	5.362,59	33.491,63
4	19.695,44	1.181,73	1.715,93	1.715,93	1.944,72	5.362,59	31.616,35
5	18.288,64	1.097,32	1.593,37	1.593,37	1.805,82	5.362,59	29.741,10
6	16.881,82	1.012,91	1.470,80	1.470,80	1.666,91	5.362,59	27.865,83
7	16.178,44	970,71	1.409,52	1.409,52	1.597,46	5.362,59	26.928,23
8	15.474,99	928,50	1.348,23	1.348,23	1.528,00	5.362,59	25.990,54
9	14.771,60	886,30	1.286,95	1.286,95	1.458,54	5.362,59	25.052,94
10	14.068,19	844,09	1.225,67	1.225,67	1.389,09	5.362,59	24.115,29
11	13.364,78	801,89	1.164,38	1.164,38	1.319,64	5.362,59	23.177,66
12	12.661,37	759,68	1.103,10	1.103,10	1.250,18	5.362,59	22.240,02
13	11.957,95	717,48	1.041,82	1.041,82	1.180,72	5.362,59	21.302,38
14	11.465,58	687,93	998,92	998,92	1.132,11	5.362,59	20.646,05
15	10.902,84	654,17	949,89	949,89	1.076,54	5.362,59	19.895,93
16	10.340,11	620,41	900,86	900,86	1.020,98	5.362,59	19.145,82
17	9.847,74	590,86	857,97	857,97	972,36	5.362,59	18.489,49
18	9.425,69	565,54	821,20	821,20	930,69	5.362,59	17.926,90

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2026

Nivel Salarial	Salario Base	1 Quinquenio 9%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	2.468,96	2.457,69	2.457,69	2.785,38	5.362,59	42.965,25
2	21.805,67	1.962,51	1.953,55	1.953,55	2.214,02	5.362,59	35.251,89
3	21.102,27	1.899,20	1.890,53	1.890,53	2.142,60	5.362,59	34.287,73
4	19.695,44	1.772,59	1.764,50	1.764,50	1.999,76	5.362,59	32.359,37
5	18.288,64	1.645,98	1.638,46	1.638,46	1.856,92	5.362,59	30.431,06
6	16.881,82	1.519,36	1.512,43	1.512,43	1.714,08	5.362,59	28.502,70
7	16.178,44	1.456,06	1.449,41	1.449,41	1.642,67	5.362,59	27.538,58
8	15.474,99	1.392,75	1.386,39	1.386,39	1.571,24	5.362,59	26.574,35
9	14.771,60	1.329,44	1.323,37	1.323,37	1.499,82	5.362,59	25.610,20
10	14.068,19	1.266,14	1.260,36	1.260,36	1.428,40	5.362,59	24.646,04
11	13.364,78	1.202,83	1.197,34	1.197,34	1.356,98	5.362,59	23.681,86
12	12.661,37	1.139,52	1.134,32	1.134,32	1.285,56	5.362,59	22.717,68
13	11.957,95	1.076,22	1.071,30	1.071,30	1.214,14	5.362,59	21.753,51
14	11.465,58	1.031,90	1.027,19	1.027,19	1.164,15	5.362,59	21.078,60
15	10.902,84	981,26	976,78	976,78	1.107,01	5.362,59	20.307,25
16	10.340,11	930,61	926,36	926,36	1.049,88	5.362,59	19.535,91
17	9.847,74	886,30	882,25	882,25	999,88	5.362,59	18.861,01
18	9.425,69	848,31	844,44	844,44	957,03	5.362,59	18.282,50

Nivel Salarial	Salario Base	2 Quinquenios 12%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	3.291,95	2.525,33	2.525,33	2.862,04	5.362,59	44.000,19
2	21.805,67	2.616,68	2.007,32	2.007,32	2.274,96	5.362,59	36.074,53
3	21.102,27	2.532,27	1.942,56	1.942,56	2.201,57	5.362,59	35.083,83
4	19.695,44	2.363,45	1.813,06	1.813,06	2.054,80	5.362,59	33.102,40
5	18.288,64	2.194,64	1.683,56	1.683,56	1.908,03	5.362,59	31.121,02
6	16.881,82	2.025,82	1.554,05	1.554,05	1.761,26	5.362,59	29.139,59
7	16.178,44	1.941,41	1.489,30	1.489,30	1.687,88	5.362,59	28.148,92
8	15.474,99	1.857,00	1.424,55	1.424,55	1.614,49	5.362,59	27.158,16
9	14.771,60	1.772,59	1.359,80	1.359,80	1.541,10	5.362,59	26.167,48
10	14.068,19	1.688,18	1.295,04	1.295,04	1.467,72	5.362,59	25.176,76
11	13.364,78	1.603,77	1.230,29	1.230,29	1.394,33	5.362,59	24.186,05
12	12.661,37	1.519,36	1.165,54	1.165,54	1.320,94	5.362,59	23.195,34
13	11.957,95	1.434,95	1.100,79	1.100,79	1.247,56	5.362,59	22.204,62
14	11.465,58	1.375,87	1.055,46	1.055,46	1.196,19	5.362,59	21.511,15
15	10.902,84	1.308,34	1.003,66	1.003,66	1.137,48	5.362,59	20.718,57
16	10.340,11	1.240,81	951,86	951,86	1.078,77	5.362,59	19.925,99
17	9.847,74	1.181,73	906,53	906,53	1.027,40	5.362,59	19.232,53
18	9.425,69	1.131,08	867,68	867,68	983,37	5.362,59	18.638,09

Nivel Salarial	Salario Base	3 Quinquenios 15%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	4.114,94	2.592,98	2.592,98	2.938,71	5.362,59	45.035,13
2	21.805,67	3.270,85	2.061,08	2.061,08	2.335,90	5.362,59	36.897,17
3	21.102,27	3.165,34	1.994,60	1.994,60	2.260,54	5.362,59	35.879,94
4	19.695,44	2.954,32	1.861,62	1.861,62	2.109,84	5.362,59	33.845,44
5	18.288,64	2.743,30	1.728,65	1.728,65	1.959,14	5.362,59	31.810,97
6	16.881,82	2.532,27	1.595,68	1.595,68	1.808,44	5.362,59	29.776,47
7	16.178,44	2.426,77	1.529,20	1.529,20	1.733,09	5.362,59	28.759,28
8	15.474,99	2.321,25	1.462,70	1.462,70	1.657,73	5.362,59	27.741,97
9	14.771,60	2.215,74	1.396,22	1.396,22	1.582,38	5.362,59	26.724,75
10	14.068,19	2.110,23	1.329,73	1.329,73	1.507,03	5.362,59	25.707,51
11	13.364,78	2.004,72	1.263,25	1.263,25	1.431,68	5.362,59	24.690,26
12	12.661,37	1.899,21	1.196,76	1.196,76	1.356,33	5.362,59	23.673,02
13	11.957,95	1.793,69	1.130,27	1.130,27	1.280,97	5.362,59	22.655,75
14	11.465,58	1.719,84	1.083,73	1.083,73	1.228,23	5.362,59	21.943,71
15	10.902,84	1.635,43	1.030,54	1.030,54	1.167,95	5.362,59	21.129,89
16	10.340,11	1.551,02	977,35	977,35	1.107,67	5.362,59	20.316,09
17	9.847,74	1.477,16	930,81	930,81	1.054,92	5.362,59	19.604,04
18	9.425,69	1.413,85	890,92	890,92	1.009,71	5.362,59	18.993,68

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2026

Nivel Salarial	Salario Base	4 Quinquenios 18%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	4.937,93	2.660,62	2.660,62	3.015,37	5.362,59	46.070,07
2	21.805,67	3.925,02	2.114,85	2.114,85	2.396,83	5.362,59	37.719,81
3	21.102,27	3.798,41	2.046,63	2.046,63	2.319,52	5.362,59	36.676,05
4	19.695,44	3.545,18	1.910,19	1.910,19	2.164,88	5.362,59	34.588,47
5	18.288,64	3.291,96	1.773,75	1.773,75	2.010,25	5.362,59	32.500,93
6	16.881,82	3.038,73	1.637,31	1.637,31	1.855,61	5.362,59	30.413,36
7	16.178,44	2.912,12	1.569,09	1.569,09	1.778,30	5.362,59	29.369,62
8	15.474,99	2.785,50	1.500,86	1.500,86	1.700,98	5.362,59	28.325,78
9	14.771,60	2.658,89	1.432,64	1.432,64	1.623,66	5.362,59	27.282,03
10	14.068,19	2.532,27	1.364,42	1.364,42	1.546,34	5.362,59	26.238,24
11	13.364,78	2.405,66	1.296,20	1.296,20	1.469,03	5.362,59	25.194,46
12	12.661,37	2.279,05	1.227,98	1.227,98	1.391,71	5.362,59	24.150,68
13	11.957,95	2.152,43	1.159,76	1.159,76	1.314,39	5.362,59	23.106,88
14	11.465,58	2.063,80	1.112,00	1.112,00	1.260,27	5.362,59	22.376,25
15	10.902,84	1.962,51	1.057,43	1.057,43	1.198,42	5.362,59	21.541,21
16	10.340,11	1.861,22	1.002,85	1.002,85	1.136,56	5.362,59	20.706,18
17	9.847,74	1.772,59	955,10	955,10	1.082,44	5.362,59	19.975,55
18	9.425,69	1.696,62	914,16	914,16	1.036,05	5.362,59	19.349,28

Nivel Salarial	Salario Base	5 Quinquenios 21%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	5.760,92	2.728,26	2.728,26	3.092,03	5.362,59	47.105,01
2	21.805,67	4.579,19	2.168,62	2.168,62	2.457,77	5.362,59	38.542,46
3	21.102,27	4.431,48	2.098,66	2.098,66	2.378,49	5.362,59	37.472,16
4	19.695,44	4.136,04	1.958,75	1.958,75	2.219,92	5.362,59	35.331,49
5	18.288,64	3.840,61	1.818,84	1.818,84	2.061,35	5.362,59	33.190,88
6	16.881,82	3.545,18	1.678,93	1.678,93	1.902,79	5.362,59	31.050,24
7	16.178,44	3.397,47	1.608,98	1.608,98	1.823,51	5.362,59	29.979,97
8	15.474,99	3.249,75	1.539,02	1.539,02	1.744,22	5.362,59	28.909,59
9	14.771,60	3.102,04	1.469,07	1.469,07	1.664,94	5.362,59	27.839,30
10	14.068,19	2.954,32	1.399,11	1.399,11	1.585,66	5.362,59	26.768,98
11	13.364,78	2.806,60	1.329,15	1.329,15	1.506,38	5.362,59	25.698,65
12	12.661,37	2.658,89	1.259,20	1.259,20	1.427,09	5.362,59	24.628,34
13	11.957,95	2.511,17	1.189,24	1.189,24	1.347,81	5.362,59	23.558,00
14	11.465,58	2.407,77	1.140,28	1.140,28	1.292,31	5.362,59	22.808,80
15	10.902,84	2.289,60	1.084,31	1.084,31	1.228,88	5.362,59	21.952,54
16	10.340,11	2.171,42	1.028,34	1.028,34	1.165,46	5.362,59	21.096,27
17	9.847,74	2.068,03	979,38	979,38	1.109,96	5.362,59	20.347,08
18	9.425,69	1.979,39	937,40	937,40	1.062,39	5.362,59	19.704,87

Nivel Salarial	Salario Base	6 Quinquenios 24%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	6.583,91	2.795,91	2.795,91	3.168,69	5.362,59	48.139,94
2	21.805,67	5.233,36	2.222,39	2.222,39	2.518,70	5.362,59	39.365,10
3	21.102,27	5.064,54	2.150,70	2.150,70	2.437,46	5.362,59	38.268,25
4	19.695,44	4.726,91	2.007,32	2.007,32	2.274,96	5.362,59	36.074,53
5	18.288,64	4.389,27	1.863,94	1.863,94	2.112,46	5.362,59	33.880,84
6	16.881,82	4.051,64	1.720,56	1.720,56	1.949,97	5.362,59	31.687,13
7	16.178,44	3.882,83	1.648,87	1.648,87	1.868,72	5.362,59	30.590,32
8	15.474,99	3.714,00	1.577,18	1.577,18	1.787,47	5.362,59	29.493,40
9	14.771,60	3.545,18	1.505,49	1.505,49	1.706,22	5.362,59	28.396,57
10	14.068,19	3.376,37	1.433,80	1.433,80	1.624,97	5.362,59	27.299,72
11	13.364,78	3.207,55	1.362,11	1.362,11	1.543,72	5.362,59	26.202,86
12	12.661,37	3.038,73	1.290,42	1.290,42	1.462,48	5.362,59	25.106,00
13	11.957,95	2.869,91	1.218,73	1.218,73	1.381,23	5.362,59	24.009,13
14	11.465,58	2.751,74	1.168,55	1.168,55	1.324,35	5.362,59	23.241,36
15	10.902,84	2.616,68	1.111,19	1.111,19	1.259,35	5.362,59	22.363,85
16	10.340,11	2.481,63	1.053,84	1.053,84	1.194,35	5.362,59	21.486,37
17	9.847,74	2.363,46	1.003,66	1.003,66	1.137,48	5.362,59	20.718,59
18	9.425,69	2.262,17	960,65	960,65	1.088,73	5.362,59	20.060,47

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2026

Nivel Salarial	Salario Base	7 Quinquenios 27%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	7.406,89	2.863,55	2.863,55	3.245,35	5.362,59	49.174,87
2	21.805,67	5.887,53	2.276,15	2.276,15	2.579,64	5.362,59	40.187,74
3	21.102,27	5.697,61	2.202,73	2.202,73	2.496,43	5.362,59	39.064,36
4	19.695,44	5.317,77	2.055,88	2.055,88	2.330,00	5.362,59	36.817,56
5	18.288,64	4.937,93	1.909,03	1.909,03	2.163,57	5.362,59	34.570,80
6	16.881,82	4.558,09	1.762,18	1.762,18	1.997,14	5.362,59	32.324,01
7	16.178,44	4.368,18	1.688,76	1.688,76	1.913,93	5.362,59	31.200,67
8	15.474,99	4.178,25	1.615,33	1.615,33	1.830,71	5.362,59	30.077,21
9	14.771,60	3.988,33	1.541,91	1.541,91	1.747,50	5.362,59	28.953,84
10	14.068,19	3.798,41	1.468,49	1.468,49	1.664,29	5.362,59	27.830,45
11	13.364,78	3.608,49	1.395,06	1.395,06	1.581,07	5.362,59	26.707,06
12	12.661,37	3.418,57	1.321,64	1.321,64	1.497,86	5.362,59	25.583,67
13	11.957,95	3.228,65	1.248,21	1.248,21	1.414,64	5.362,59	24.460,26
14	11.465,58	3.095,71	1.196,82	1.196,82	1.356,39	5.362,59	23.673,91
15	10.902,84	2.943,77	1.138,08	1.138,08	1.289,82	5.362,59	22.775,18
16	10.340,11	2.791,83	1.079,34	1.079,34	1.223,25	5.362,59	21.876,45
17	9.847,74	2.658,89	1.027,94	1.027,94	1.165,00	5.362,59	21.090,11
18	9.425,69	2.544,94	983,89	983,89	1.115,07	5.362,59	20.416,07

Nivel Salarial	Salario Base	8 Quinquenios 30%	Paga Verano	Paga Navidad	Paga Marzo	Complemento Lineal	Total Bruto Año
1	27.432,94	8.229,88	2.931,19	2.931,19	3.322,02	5.362,59	50.209,81
2	21.805,67	6.541,70	2.329,92	2.329,92	2.640,58	5.362,59	41.010,38
3	21.102,27	6.330,68	2.254,76	2.254,76	2.555,40	5.362,59	39.860,46
4	19.695,44	5.908,63	2.104,44	2.104,44	2.385,04	5.362,59	37.560,58
5	18.288,64	5.486,59	1.954,13	1.954,13	2.214,68	5.362,59	35.260,76
6	16.881,82	5.064,55	1.803,81	1.803,81	2.044,32	5.362,59	32.960,90
7	16.178,44	4.853,53	1.728,66	1.728,66	1.959,14	5.362,59	31.811,01
8	15.474,99	4.642,50	1.653,49	1.653,49	1.873,96	5.362,59	30.661,02
9	14.771,60	4.431,48	1.578,34	1.578,34	1.788,78	5.362,59	29.511,12
10	14.068,19	4.220,46	1.503,18	1.503,18	1.703,60	5.362,59	28.361,19
11	13.364,78	4.009,43	1.428,02	1.428,02	1.618,42	5.362,59	27.211,25
12	12.661,37	3.798,41	1.352,86	1.352,86	1.533,24	5.362,59	26.061,33
13	11.957,95	3.587,39	1.277,70	1.277,70	1.448,06	5.362,59	24.911,39
14	11.465,58	3.439,67	1.225,09	1.225,09	1.388,43	5.362,59	24.106,45
15	10.902,84	3.270,85	1.164,96	1.164,96	1.320,29	5.362,59	23.186,49
16	10.340,11	3.102,03	1.104,83	1.104,83	1.252,14	5.362,59	22.266,54
17	9.847,74	2.954,32	1.052,22	1.052,22	1.192,52	5.362,59	21.461,62
18	9.425,69	2.827,71	1.007,13	1.007,13	1.141,41	5.362,59	20.771,66