

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2024

Nivel Salarial	Salario Base	Sin Antigüedad 0%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	0,00	2.121,21	2.121,21	2.404,04	5.044,96	37.499,49
2	20.514,11	0,00	1.686,09	1.686,09	1.910,90	5.044,96	30.842,15
3	19.852,37	0,00	1.631,70	1.631,70	1.849,26	5.044,96	30.009,99
4	18.528,86	0,00	1.522,92	1.522,92	1.725,98	5.044,96	28.345,64
5	17.205,39	0,00	1.414,14	1.414,14	1.602,69	5.044,96	26.681,32
6	15.881,89	0,00	1.305,36	1.305,36	1.479,41	5.044,96	25.016,98
7	15.220,17	0,00	1.250,97	1.250,97	1.417,77	5.044,96	24.184,84
8	14.558,40	0,00	1.196,58	1.196,58	1.356,12	5.044,96	23.352,64
9	13.896,67	0,00	1.142,19	1.142,19	1.294,48	5.044,96	22.520,49
10	13.234,92	0,00	1.087,80	1.087,80	1.232,84	5.044,96	21.688,32
11	12.573,17	0,00	1.033,41	1.033,41	1.171,20	5.044,96	20.856,15
12	11.911,43	0,00	979,02	979,02	1.109,56	5.044,96	20.023,99
13	11.249,67	0,00	924,63	924,63	1.047,91	5.044,96	19.191,80
14	10.786,47	0,00	886,56	886,56	1.004,77	5.044,96	18.609,32
15	10.257,06	0,00	843,05	843,05	955,45	5.044,96	17.943,57
16	9.727,66	0,00	799,53	799,53	906,14	5.044,96	17.277,82
17	9.264,45	0,00	761,46	761,46	862,99	5.044,96	16.695,32
18	8.867,40	0,00	728,83	728,83	826,00	5.044,96	16.196,02
19	8.470,34	0,00	696,19	696,19	789,02	5.044,96	15.696,70

Nivel Salarial	Salario Base	1 Trienio 3%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	774,24	2.184,85	2.184,85	2.476,16	5.044,96	38.473,13
2	20.514,11	615,42	1.736,67	1.736,67	1.968,23	5.044,96	31.616,07
3	19.852,37	595,57	1.680,65	1.680,65	1.904,74	5.044,96	30.758,94
4	18.528,86	555,87	1.568,61	1.568,61	1.777,76	5.044,96	29.044,66
5	17.205,39	516,16	1.456,57	1.456,57	1.650,77	5.044,96	27.330,42
6	15.881,89	476,46	1.344,52	1.344,52	1.523,79	5.044,96	25.616,15
7	15.220,17	456,61	1.288,50	1.288,50	1.460,30	5.044,96	24.759,05
8	14.558,40	436,75	1.232,48	1.232,48	1.396,81	5.044,96	23.901,87
9	13.896,67	416,90	1.176,46	1.176,46	1.333,32	5.044,96	23.044,76
10	13.234,92	397,05	1.120,44	1.120,44	1.269,83	5.044,96	22.187,63
11	12.573,17	377,20	1.064,41	1.064,41	1.206,34	5.044,96	21.330,49
12	11.911,43	357,34	1.008,39	1.008,39	1.142,84	5.044,96	20.473,36
13	11.249,67	337,49	952,37	952,37	1.079,35	5.044,96	19.616,21
14	10.786,47	323,59	913,16	913,16	1.034,91	5.044,96	19.016,24
15	10.257,06	307,71	868,34	868,34	984,12	5.044,96	18.330,52
16	9.727,66	291,83	823,52	823,52	933,32	5.044,96	17.644,81
17	9.264,45	277,93	784,31	784,31	888,88	5.044,96	17.044,83
18	8.867,40	266,02	750,69	750,69	850,78	5.044,96	16.530,55
19	8.470,34	254,11	717,08	717,08	812,69	5.044,96	16.016,25

Nivel Salarial	Salario Base	2 Trienios 6%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	1.548,48	2.248,48	2.248,48	2.548,28	5.044,96	39.446,76
2	20.514,11	1.230,85	1.787,26	1.787,26	2.025,56	5.044,96	32.389,99
3	19.852,37	1.191,14	1.729,60	1.729,60	1.960,22	5.044,96	31.507,89
4	18.528,86	1.111,73	1.614,30	1.614,30	1.829,53	5.044,96	29.743,67
5	17.205,39	1.032,32	1.498,99	1.498,99	1.698,86	5.044,96	27.979,50
6	15.881,89	952,91	1.383,68	1.383,68	1.568,17	5.044,96	26.215,30
7	15.220,17	913,21	1.326,03	1.326,03	1.502,84	5.044,96	25.333,24
8	14.558,40	873,50	1.268,38	1.268,38	1.437,49	5.044,96	24.451,10
9	13.896,67	833,80	1.210,72	1.210,72	1.372,15	5.044,96	23.569,03
10	13.234,92	794,10	1.153,07	1.153,07	1.306,81	5.044,96	22.686,93
11	12.573,17	754,39	1.095,42	1.095,42	1.241,47	5.044,96	21.804,82
12	11.911,43	714,69	1.037,76	1.037,76	1.176,13	5.044,96	20.922,74
13	11.249,67	674,98	980,11	980,11	1.110,79	5.044,96	20.040,62
14	10.786,47	647,19	939,75	939,75	1.065,05	5.044,96	19.423,18
15	10.257,06	615,42	893,63	893,63	1.012,78	5.044,96	18.717,48
16	9.727,66	583,66	847,51	847,51	960,51	5.044,96	18.011,80
17	9.264,45	555,87	807,15	807,15	914,77	5.044,96	17.394,35
18	8.867,40	532,04	772,56	772,56	875,56	5.044,96	16.865,08
19	8.470,34	508,22	737,96	737,96	836,36	5.044,96	16.335,81

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2024

Nivel Salarial	Salario Base	1 Quinquenio 9%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	2.322,73	2.312,12	2.312,12	2.620,40	5.044,96	40.420,40
2	20.514,11	1.846,27	1.837,84	1.837,84	2.082,88	5.044,96	33.163,90
3	19.852,37	1.786,71	1.778,55	1.778,55	2.015,70	5.044,96	32.256,84
4	18.528,86	1.667,60	1.659,98	1.659,98	1.881,31	5.044,96	30.442,70
5	17.205,39	1.548,49	1.541,41	1.541,41	1.746,94	5.044,96	28.628,61
6	15.881,89	1.429,37	1.422,84	1.422,84	1.612,56	5.044,96	26.814,46
7	15.220,17	1.369,82	1.363,56	1.363,56	1.545,37	5.044,96	25.907,44
8	14.558,40	1.310,26	1.304,27	1.304,27	1.478,18	5.044,96	25.000,34
9	13.896,67	1.250,70	1.244,99	1.244,99	1.410,99	5.044,96	24.093,30
10	13.234,92	1.191,14	1.185,70	1.185,70	1.343,80	5.044,96	23.186,22
11	12.573,17	1.131,59	1.126,42	1.126,42	1.276,61	5.044,96	22.279,17
12	11.911,43	1.072,03	1.067,13	1.067,13	1.209,42	5.044,96	21.372,11
13	11.249,67	1.012,47	1.007,85	1.007,85	1.142,23	5.044,96	20.465,02
14	10.786,47	970,78	966,35	966,35	1.095,20	5.044,96	19.830,10
15	10.257,06	923,14	918,92	918,92	1.041,44	5.044,96	19.104,44
16	9.727,66	875,49	871,49	871,49	987,69	5.044,96	18.378,78
17	9.264,45	833,80	829,99	829,99	940,66	5.044,96	17.743,86
18	8.867,40	798,07	794,42	794,42	900,35	5.044,96	17.199,62
19	8.470,34	762,33	758,85	758,85	860,03	5.044,96	16.655,36

Nivel Salarial	Salario Base	2 Quinquenios 12%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	3.096,97	2.375,76	2.375,76	2.692,52	5.044,96	41.394,04
2	20.514,11	2.461,69	1.888,42	1.888,42	2.140,21	5.044,96	33.937,82
3	19.852,37	2.382,28	1.827,51	1.827,51	2.071,17	5.044,96	33.005,79
4	18.528,86	2.223,46	1.705,67	1.705,67	1.933,09	5.044,96	31.141,71
5	17.205,39	2.064,65	1.583,84	1.583,84	1.795,02	5.044,96	29.277,70
6	15.881,89	1.905,83	1.462,00	1.462,00	1.656,94	5.044,96	27.413,63
7	15.220,17	1.826,42	1.401,09	1.401,09	1.587,90	5.044,96	26.481,63
8	14.558,40	1.747,01	1.340,17	1.340,17	1.518,86	5.044,96	25.549,57
9	13.896,67	1.667,60	1.279,26	1.279,26	1.449,82	5.044,96	24.617,56
10	13.234,92	1.588,19	1.218,34	1.218,34	1.380,78	5.044,96	23.685,53
11	12.573,17	1.508,78	1.157,42	1.157,42	1.311,74	5.044,96	22.753,49
12	11.911,43	1.429,37	1.096,50	1.096,50	1.242,70	5.044,96	21.821,47
13	11.249,67	1.349,96	1.035,59	1.035,59	1.173,66	5.044,96	20.889,43
14	10.786,47	1.294,38	992,95	992,95	1.125,34	5.044,96	20.237,04
15	10.257,06	1.230,85	944,21	944,21	1.070,11	5.044,96	19.491,40
16	9.727,66	1.167,32	895,48	895,48	1.014,87	5.044,96	18.745,77
17	9.264,45	1.111,73	852,84	852,84	966,55	5.044,96	18.093,36
18	8.867,40	1.064,09	816,29	816,29	925,13	5.044,96	17.534,15
19	8.470,34	1.016,44	779,74	779,74	883,70	5.044,96	16.974,91

Nivel Salarial	Salario Base	3 Quinquenios 15%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	3.871,21	2.439,39	2.439,39	2.764,65	5.044,96	42.367,67
2	20.514,11	3.077,12	1.939,01	1.939,01	2.197,54	5.044,96	34.711,74
3	19.852,37	2.977,86	1.876,46	1.876,46	2.126,65	5.044,96	33.754,76
4	18.528,86	2.779,33	1.751,36	1.751,36	1.984,87	5.044,96	31.840,74
5	17.205,39	2.580,81	1.626,26	1.626,26	1.843,10	5.044,96	29.926,78
6	15.881,89	2.382,28	1.501,16	1.501,16	1.701,32	5.044,96	28.012,78
7	15.220,17	2.283,03	1.438,62	1.438,62	1.630,44	5.044,96	27.055,83
8	14.558,40	2.183,76	1.376,07	1.376,07	1.559,54	5.044,96	26.098,80
9	13.896,67	2.084,50	1.313,52	1.313,52	1.488,66	5.044,96	25.141,83
10	13.234,92	1.985,24	1.250,97	1.250,97	1.417,77	5.044,96	24.184,83
11	12.573,17	1.885,98	1.188,42	1.188,42	1.346,88	5.044,96	23.227,84
12	11.911,43	1.786,71	1.125,87	1.125,87	1.275,99	5.044,96	22.270,84
13	11.249,67	1.687,45	1.063,32	1.063,32	1.205,10	5.044,96	21.313,83
14	10.786,47	1.617,97	1.019,54	1.019,54	1.155,48	5.044,96	20.643,97
15	10.257,06	1.538,56	969,50	969,50	1.098,77	5.044,96	19.878,36
16	9.727,66	1.459,15	919,46	919,46	1.042,06	5.044,96	19.112,76
17	9.264,45	1.389,67	875,68	875,68	992,44	5.044,96	18.442,88
18	8.867,40	1.330,11	838,15	838,15	949,91	5.044,96	17.868,68
19	8.470,34	1.270,55	800,62	800,62	907,37	5.044,96	17.294,46

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2024

Nivel Salarial	Salario Base	4 Quinquenios 18%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	4.645,45	2.503,03	2.503,03	2.836,77	5.044,96	43.341,30
2	20.514,11	3.692,54	1.989,59	1.989,59	2.254,87	5.044,96	35.485,65
3	19.852,37	3.573,43	1.925,41	1.925,41	2.182,13	5.044,96	34.503,71
4	18.528,86	3.335,19	1.797,05	1.797,05	2.036,65	5.044,96	32.539,75
5	17.205,39	3.096,97	1.668,69	1.668,69	1.891,18	5.044,96	30.575,87
6	15.881,89	2.858,74	1.540,33	1.540,33	1.745,70	5.044,96	28.611,94
7	15.220,17	2.739,63	1.476,15	1.476,15	1.672,97	5.044,96	27.630,02
8	14.558,40	2.620,51	1.411,97	1.411,97	1.600,23	5.044,96	26.648,03
9	13.896,67	2.501,40	1.347,79	1.347,79	1.527,49	5.044,96	25.666,09
10	13.234,92	2.382,29	1.283,61	1.283,61	1.454,75	5.044,96	24.684,14
11	12.573,17	2.263,17	1.219,43	1.219,43	1.382,02	5.044,96	23.702,17
12	11.911,43	2.144,06	1.155,25	1.155,25	1.309,28	5.044,96	22.720,22
13	11.249,67	2.024,94	1.091,06	1.091,06	1.236,54	5.044,96	21.738,24
14	10.786,47	1.941,56	1.046,14	1.046,14	1.185,62	5.044,96	21.050,89
15	10.257,06	1.846,27	994,79	994,79	1.127,43	5.044,96	20.265,31
16	9.727,66	1.750,98	943,45	943,45	1.069,24	5.044,96	19.479,74
17	9.264,45	1.667,60	898,52	898,52	1.018,33	5.044,96	18.792,39
18	8.867,40	1.596,13	860,02	860,02	974,68	5.044,96	18.203,21
19	8.470,34	1.524,66	821,51	821,51	931,04	5.044,96	17.614,01

Nivel Salarial	Salario Base	5 Quinquenios 21%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	5.419,69	2.566,67	2.566,67	2.908,89	5.044,96	44.314,94
2	20.514,11	4.307,96	2.040,17	2.040,17	2.312,19	5.044,96	36.259,56
3	19.852,37	4.169,00	1.974,36	1.974,36	2.237,61	5.044,96	35.252,66
4	18.528,86	3.891,06	1.842,73	1.842,73	2.088,43	5.044,96	33.238,78
5	17.205,39	3.613,13	1.711,11	1.711,11	1.939,26	5.044,96	31.224,96
6	15.881,89	3.335,20	1.579,49	1.579,49	1.790,09	5.044,96	29.211,11
7	15.220,17	3.196,24	1.513,68	1.513,68	1.715,50	5.044,96	28.204,23
8	14.558,40	3.057,26	1.447,86	1.447,86	1.640,91	5.044,96	27.197,26
9	13.896,67	2.918,30	1.382,05	1.382,05	1.566,33	5.044,96	26.190,36
10	13.234,92	2.779,33	1.316,24	1.316,24	1.491,74	5.044,96	25.183,43
11	12.573,17	2.640,37	1.250,43	1.250,43	1.417,15	5.044,96	24.176,51
12	11.911,43	2.501,40	1.184,62	1.184,62	1.342,56	5.044,96	23.169,59
13	11.249,67	2.362,43	1.118,80	1.118,80	1.267,98	5.044,96	22.162,64
14	10.786,47	2.265,16	1.072,74	1.072,74	1.215,77	5.044,96	21.457,83
15	10.257,06	2.153,98	1.020,09	1.020,09	1.156,10	5.044,96	20.652,27
16	9.727,66	2.042,81	967,44	967,44	1.096,43	5.044,96	19.846,73
17	9.264,45	1.945,53	921,37	921,37	1.044,22	5.044,96	19.141,89
18	8.867,40	1.862,15	881,88	881,88	999,46	5.044,96	18.537,74
19	8.470,34	1.778,77	842,39	842,39	954,71	5.044,96	17.933,57

Nivel Salarial	Salario Base	6 Quinquenios 24%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	6.193,94	2.630,30	2.630,30	2.981,01	5.044,96	45.288,58
2	20.514,11	4.923,39	2.090,75	2.090,75	2.369,52	5.044,96	37.033,49
3	19.852,37	4.764,57	2.023,31	2.023,31	2.293,08	5.044,96	36.001,61
4	18.528,86	4.446,93	1.888,42	1.888,42	2.140,21	5.044,96	33.937,80
5	17.205,39	4.129,29	1.753,54	1.753,54	1.987,34	5.044,96	31.874,05
6	15.881,89	3.811,65	1.618,65	1.618,65	1.834,47	5.044,96	29.810,26
7	15.220,17	3.652,84	1.551,21	1.551,21	1.758,03	5.044,96	28.778,42
8	14.558,40	3.494,02	1.483,76	1.483,76	1.681,60	5.044,96	27.746,50
9	13.896,67	3.335,20	1.416,32	1.416,32	1.605,16	5.044,96	26.714,63
10	13.234,92	3.176,38	1.348,87	1.348,87	1.528,72	5.044,96	25.682,73
11	12.573,17	3.017,56	1.281,43	1.281,43	1.452,29	5.044,96	24.650,84
12	11.911,43	2.858,74	1.213,99	1.213,99	1.375,85	5.044,96	23.618,95
13	11.249,67	2.699,92	1.146,54	1.146,54	1.299,41	5.044,96	22.587,05
14	10.786,47	2.588,75	1.099,33	1.099,33	1.245,91	5.044,96	21.864,76
15	10.257,06	2.461,69	1.045,38	1.045,38	1.184,76	5.044,96	21.039,22
16	9.727,66	2.334,64	991,42	991,42	1.123,61	5.044,96	20.213,72
17	9.264,45	2.223,47	944,21	944,21	1.070,11	5.044,96	19.491,41
18	8.867,40	2.128,18	903,75	903,75	1.024,25	5.044,96	18.872,28
19	8.470,34	2.032,88	863,28	863,28	978,38	5.044,96	18.253,12

ESTRUCTURA SALARIAL CONVENIO COLECTIVO A PARTIR DE 1 DE ENERO DE 2024

Nivel Salarial	Salario Base	7 Quinquenios 27%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	6.968,18	2.693,94	2.693,94	3.053,13	5.044,96	46.262,22
2	20.514,11	5.538,81	2.141,34	2.141,34	2.426,85	5.044,96	37.807,40
3	19.852,37	5.360,14	2.072,26	2.072,26	2.348,56	5.044,96	36.750,55
4	18.528,86	5.002,79	1.934,11	1.934,11	2.191,99	5.044,96	34.636,82
5	17.205,39	4.645,46	1.795,96	1.795,96	2.035,42	5.044,96	32.523,15
6	15.881,89	4.288,11	1.657,81	1.657,81	1.878,85	5.044,96	30.409,43
7	15.220,17	4.109,45	1.588,74	1.588,74	1.800,57	5.044,96	29.352,62
8	14.558,40	3.930,77	1.519,66	1.519,66	1.722,28	5.044,96	28.295,72
9	13.896,67	3.752,10	1.450,58	1.450,58	1.644,00	5.044,96	27.238,89
10	13.234,92	3.573,43	1.381,51	1.381,51	1.565,71	5.044,96	26.182,04
11	12.573,17	3.394,76	1.312,43	1.312,43	1.487,42	5.044,96	25.125,18
12	11.911,43	3.216,09	1.243,36	1.243,36	1.409,14	5.044,96	24.068,33
13	11.249,67	3.037,41	1.174,28	1.174,28	1.330,85	5.044,96	23.011,45
14	10.786,47	2.912,35	1.125,93	1.125,93	1.276,05	5.044,96	22.271,70
15	10.257,06	2.769,41	1.070,67	1.070,67	1.213,42	5.044,96	21.426,19
16	9.727,66	2.626,47	1.015,41	1.015,41	1.150,80	5.044,96	20.580,70
17	9.264,45	2.501,40	967,06	967,06	1.096,00	5.044,96	19.840,92
18	8.867,40	2.394,20	925,61	925,61	1.049,03	5.044,96	19.206,81
19	8.470,34	2.286,99	884,16	884,16	1.002,05	5.044,96	18.572,67

Nivel Salarial	Salario Base	8 Quinquenios 30%	Paga Verano	Paga Navidad	Paga Beneficios	Complemento Lineal	Total Bruto Año
1	25.808,07	7.742,42	2.757,57	2.757,57	3.125,25	5.044,96	47.235,85
2	20.514,11	6.154,23	2.191,92	2.191,92	2.484,17	5.044,96	38.581,31
3	19.852,37	5.955,71	2.121,21	2.121,21	2.404,04	5.044,96	37.499,50
4	18.528,86	5.558,66	1.979,80	1.979,80	2.243,77	5.044,96	35.335,84
5	17.205,39	5.161,62	1.838,38	1.838,38	2.083,50	5.044,96	33.172,24
6	15.881,89	4.764,57	1.696,97	1.696,97	1.923,23	5.044,96	31.008,59
7	15.220,17	4.566,05	1.626,26	1.626,26	1.843,10	5.044,96	29.926,81
8	14.558,40	4.367,52	1.555,56	1.555,56	1.762,96	5.044,96	28.844,95
9	13.896,67	4.169,00	1.484,85	1.484,85	1.682,83	5.044,96	27.763,16
10	13.234,92	3.970,48	1.414,14	1.414,14	1.602,69	5.044,96	26.681,34
11	12.573,17	3.771,95	1.343,43	1.343,43	1.522,56	5.044,96	25.599,51
12	11.911,43	3.573,43	1.272,73	1.272,73	1.442,43	5.044,96	24.517,70
13	11.249,67	3.374,90	1.202,02	1.202,02	1.362,29	5.044,96	23.435,86
14	10.786,47	3.235,94	1.152,53	1.152,53	1.306,20	5.044,96	22.678,62
15	10.257,06	3.077,12	1.095,96	1.095,96	1.242,09	5.044,96	21.813,15
16	9.727,66	2.918,30	1.039,39	1.039,39	1.177,98	5.044,96	20.947,69
17	9.264,45	2.779,34	989,90	989,90	1.121,89	5.044,96	20.190,44
18	8.867,40	2.660,22	947,48	947,48	1.073,81	5.044,96	19.541,34
19	8.470,34	2.541,10	905,05	905,05	1.025,72	5.044,96	18.892,22