

**Collective Labour Agreement of 27 June 2013 establishing
the wage conditions in the culture dissemination sector**

Article 1. This collective labour agreement applies to the employers and employees of the culture dissemination organisations of the sector that fall under the Joint Committee for the socio-cultural sector of the Flemish Community and are structurally subsidised (multi-year, not temporary or related to an experiment or project) on basis of:

- the decree of 2 April 2004 on subsidising arts organisations, artists, arts education organisations and socio-artistic activities, international initiatives, publications and support centres (as amended)
- the decree of 23 May 2008 on the development, organisation and subsidisation of Flemish cultural heritage policy (as amended)
- the decree of 13 July 2001 on the promotion of a quality, integrated local cultural policy, as a provision for special target groups for public library work (Title III, Chapter III, Section VI)
- the decree of 3 March 1976 for the protection of monuments, and town and village views (as amended), as monument watch or as monument watch umbrella organisation.
- a nominative subsidy in the culture or real estate heritage budget.

Employees are understood to mean male and female blue and white-collar personnel.

Article 2. This collective labour agreement, in the wage scale structure below, establishes the general rules regarding wage scales. Existing more favourable conditions are retained.

Article 3. This collective labour agreement is being concluded for an indefinite period. It comes into force on 1 January 2013.

It may be terminated at the request of a signatory, giving three months' notice by registered letter addressed to the chair of the joint subcommittee.

Annexes

Wage scale structure

Wage scale list of 1-1-2013

WAGE SCALE STRUCTURE

Positions	Wage scale	Minimum requirements
department coordinator, expert/team leader	B1a	Higher education or equivalent through continuing education, additional training and/or experience
University level position*	L1	Licentiate, master's, doctorate or diploma in "long type" higher education, or equivalent through continuing education, internships and/or experience
Professional employee, artistic collaborator, public relations officer, administration team leader, educational assistant, guide	B1c	Higher education or equivalent through continuing education, additional training and/or experience
Reception clerk, technician, cafeteria employee, administrative clerk, warehouse clerk, archive clerk	A3	Lower secondary education or equivalent through continuing education, additional training and/or experience
Maintenance worker, attendant, desk clerk	L4	None

* Applies to positions for which the employer, whether or not according to the requirements of the subsidising government authority, requires a licentiate, master's, doctorate or "long type" higher education diploma, or equivalent through continuing education, internships and/or experience.

Wage scale list of 1-1-2013

B1a		L1		B1c		A3		L4	
Sen-iority	Monthly salary 01/01/2013	Sen-iority	Monthly salary 01/01/2013	Sen-iority	Monthly salary 01/01/2013	Sen-iority	Monthly salary 01/01/2013	Sen-iority	Monthly salary 01/01/2013
0	2,645.81	0	2,761.41	0	2,137.86	0	1,657.37	0	1,580.10
1	2,686.53	1	2,844.13	1	2,178.58	1	1,725.36	1	1,601.00
2	2,727.21	2	2,926.89	2	2,241.14	2	1,793.36	2	1,621.87
3	2,767.93	3	3,009.65	3	2,325.58	3	1,861.35	3	1,642.77
4	2,767.93	4	3,109.98	4	2,409.52	4	1,929.35	4	1,667.34
5	2,837.72	5	3,237.09	5	2,410.37	5	1,929.35	5	1,685.47
6	2,837.72	6	3,237.09	6	2,530.01	6	2,026.25	6	1,751.08
7	2,907.51	7	3,364.16	7	2,530.87	7	2,026.25	7	1,763.23
8	2,971.26	8	3,364.16	8	2,650.51	8	2,123.16	8	1,834.83
9	2,977.30	9	3,491.23	9	2,651.62	9	2,123.16	9	1,841.00
10	3,106.11	10	3,499.81	10	2,771.26	10	2,220.07	10	1,918.58
11	3,106.96	11	3,618.30	11	2,772.56	11	2,220.07	11	1,918.80
12	3,240.96	12	3,655.31	12	2,892.21	12	2,316.98	12	2,002.33
13	3,241.82	13	3,745.36	13	2,893.50	13	2,316.98	13	2,002.33
14	3,375.81	14	3,810.81	14	3,013.14	14	2,413.89	14	2,086.08
15	3,376.66	15	3,872.43	15	3,014.45	15	2,413.89	15	2,086.08
16	3,510.66	16	3,966.30	16	3,134.09	16	2,510.80	16	2,169.83
17	3,511.52	17	3,999.54	17	3,135.39	17	2,510.80	17	2,169.83
18	3,646.73	18	4,121.80	18	3,255.03	18	2,607.71	18	2,253.58
19	3,647.59	19	4,126.61	19	3,256.33	19	2,607.71	19	2,253.58
20	3,781.59	20	4,277.30	20	3,375.97	20	2,704.62	20	2,337.33
21	3,782.44	21	4,280.86	21	3,377.27	21	2,704.62	21	2,337.33
22	3,916.44	22	4,432.80	22	3,496.91	22	2,801.53	22	2,421.08
23	4,051.88	23	4,588.30	23	3,617.85	23	2,898.44	23	2,504.82
24	4,185.88	24	4,740.24	24	3,737.49	24	2,995.35	24	2,588.57
25	4,187.33	25	4,740.24	25	3,738.79	25	2,995.35	25	2,588.57
26	4,187.33	26	4,740.24	26	3,738.79	26	2,995.35	26	2,588.57
27	4,188.79	27	4,740.24	27	3,740.09	27	2,995.35	27	2,588.57