

**Wijziging tabel 12 A1 was-woordt directieschalen**  
(de tabel vervalt m.i. van 1 januari 2008)

CAO gebied V1

**Directie schalen loonpeil 1-7-2008**

| <b>Directiefunctie 10<br/>was 31-12-2008</b> |               | <b>Wordt tabel A3 S 10<br/>01-01-2009</b> |               | <b>directiefunctie11<br/>was 31-12-2008</b> |               | <b>wordt tabel A3 S 11<br/>01-01-2009</b> |               |
|--|---------------|---|---------------|---|---------------|---|---------------|
| <b>trede</b>                                 | <b>bedrag</b> | <b>trede</b>                              | <b>bedrag</b> | <b>trede</b>                                | <b>bedrag</b> | <b>trede</b>                              | <b>bedrag</b> |
| 8-0  | 2178          | 1   | 2178          | 10-0  | 2290          | 1   | 2290          |
| 10-0   | 2290          | 2   | 2398          | 10-1  | 2398          | 2   | 2398          |
| 10-1   | 2398          | 2   | 2398          | 10-2  | 2515          | 3   | 2515          |
| 10-2   | 2515          | 3   | 2515          | 10-3  | 2644          | 4   | 2644          |
| 10-3   | 2644          | 4   | 2644          | 10-4  | 2757          | 5   | 2757          |
| 10-4   | 2757          | 5   | 2757          | 10-5  | 2870          | 6   | 2870          |
| 10-5   | 2870          | 6   | 2870          | 10-6  | 2978          | 7   | 2978          |
| 10-6   | 2978          | 7   | 2978          | 11-0  | 3084          | 8   | 3200          |
| 10-7   | 3084          | 8   | 3084          | 11-1  | 3200          | 8   | 3200          |
| 10-8   | 3200          | 9   | 3200          | 11-2  | 3303          | 9   | 3303          |
| 10-9   | 3303          | 10  | 3303          | 11-3  | 3409          | 10  | 3409          |
| 10-10  | 3409          | 11  | 3409          | 11-4  | 3512          | 11  | 3512          |
| 10-11  | 3512          | 12  | 3512          | 11-5  | 3630          | 12  | 3630          |
| 10-12  | 3630          | 13  | 3630          | 11-6  | 3744          | 13  | 3744          |
|  |               |   |               | 11-7  | 3857          | 14  | 3857          |
|  |               |   |               | 11-8  | 3964          | 15  | 3964          |
|  |               |   |               | 11-9  | 4074          | 16  | 4074          |
|  |               |   |               | 11-10                                       | 4179          | 17  | 4179          |
|  |               |   |               | 11-11                                       | 4234          | 18  | 4234          |

| <b>directiefunctie12<br/>was 31-12-2008</b> |               | <b>wordt tabel A3 S 12<br/>01-01-2009</b> |               | <b>directiefunctie13<br/>was 31-12-2008</b> |               | <b>wordt tabel A3 S 13<br/>01-01-2009</b> |               |
|---|---------------|---|---------------|---|---------------|---|---------------|
| <b>trede</b>                                | <b>bedrag</b> | <b>trede</b>                              | <b>bedrag</b> | <b>trede</b>                                | <b>bedrag</b> | <b>trede</b>                              | <b>bedrag</b> |
| 11-0  | 3084          | 1   | 3084          | 12-0  | 3744          | 1   | 3744          |
| 11-1  | 3200          | 2   | 3200          | 12-1  | 3857          | 2   | 3857          |
| 11-2  | 3303          | 3   | 3303          | 12-2  | 3964          | 3   | 3964          |
| 11-3  | 3409          | 4   | 3409          | 12-3  | 4074          | 4   | 4074          |
| 11-4  | 3512          | 5   | 3512          | 12-4  | 4179          | 5   | 4081          |
| 11-5  | 3630          | 6   | 3630          | 13-0  | 4290          | 6   | 4399          |
| 12-0  | 3744          | 7   | 3857          | 13-1  | 4399          | 6   | 4399          |
| 12-1  | 3857          | 7   | 3857          | 13-2  | 4505          | 7   | 4505          |
| 12-2  | 3964          | 8   | 3964          | 13-3  | 4613          | 8   | 4613          |
| 12-3  | 4074          | 9   | 4074          | 13-4  | 4749          | 9   | 4749          |
| 12-4  | 4179          | 10  | 4179          | 13-5  | 4885          | 10  | 4885          |
| 12-5  | 4290          | 11  | 4290          | 13-6  | 5021          | 11  | 5021          |
| 12-6  | 4399          | 12  | 4399          | 13-7  | 5158          | 12  | 5158          |
| 12-7  | 4505          | 13  | 4505          | 13-8  | 5224          | 13  | 5224          |
| 12-8  | 4613          | 14  | 4613          |   |               |   |               |
| 12-9  | 4749          | 15  | 4749          |   |               |   |               |
| 12-10                                       | 4817          | 16  | 4817          |   |               |   |               |

**directiefunctie14  
was 31-12-2008  
trede bedrag**

|      |      |
|------|------|
| 13-0 | 4290 |
| 13-1 | 4399 |
| 14-0 | 4505 |
| 14-1 | 4613 |
| 14-2 | 4749 |
| 14-3 | 4885 |
| 14-4 | 5021 |
| 14-5 | 5158 |
| 14-6 | 5296 |
| 14-7 | 5440 |
| 14-8 | 5588 |
| 14-9 | 5741 |

**wordt tabel A3 S 14  
01-01-2009  
trede bedrag**

|    |      |
|----|------|
| 1  | 4290 |
| 2  | 4399 |
| 3  | 4613 |
| 3  | 4613 |
| 4  | 4749 |
| 5  | 4885 |
| 6  | 5021 |
| 7  | 5158 |
| 8  | 5296 |
| 9  | 5440 |
| 10 | 5588 |
| 11 | 5741 |

**directiefunctie15  
was 31-12-2008  
trede bedrag**

|      |      |
|------|------|
| 14-0 | 4505 |
| 14-1 | 4613 |
| 14-2 | 4749 |
| 15-0 | 4885 |
| 15-1 | 5021 |
| 15-2 | 5158 |
| 15-3 | 5296 |
| 15-4 | 5440 |
| 15-5 | 5588 |
| 15-6 | 5741 |
| 15-7 | 5923 |
| 15-8 | 6113 |
| 15-9 | 6306 |

**wordt tabel A3 S 15  
01-01-2009  
trede bedrag**

|    |      |
|----|------|
| 1  | 4505 |
| 2  | 4613 |
| 3  | 4749 |
| 4  | 5021 |
| 4  | 5021 |
| 5  | 5158 |
| 6  | 5296 |
| 7  | 5440 |
| 8  | 5588 |
| 9  | 5741 |
| 10 | 5923 |
| 11 | 6113 |
| 12 | 6306 |

**directiefunctie16  
was 31-12-2008  
trede bedrag**

|      |      |
|------|------|
| 15-0 | 4885 |
| 15-1 | 5021 |
| 15-2 | 5158 |
| 16-0 | 5296 |
| 16-1 | 5440 |
| 16-2 | 5588 |
| 16-3 | 5741 |
| 16-4 | 5923 |
| 16-5 | 6113 |
| 16-6 | 6306 |
| 16-7 | 6509 |
| 16-8 | 6715 |
| 16-9 | 6929 |

**wordt tabel A3 S 16  
01-01-2009  
trede bedrag**

|    |      |
|----|------|
| 1  | 4885 |
| 2  | 5021 |
| 3  | 5158 |
| 4  | 5440 |
| 4  | 5440 |
| 5  | 5588 |
| 6  | 5741 |
| 7  | 5923 |
| 8  | 6113 |
| 9  | 6306 |
| 10 | 6509 |
| 11 | 6715 |
| 12 | 6929 |

**directiefunctie17  
was 31-12-2008  
trede bedrag**

|      |      |
|------|------|
| 16-0 | 5296 |
| 16-1 | 5440 |
| 16-2 | 5588 |
| 17-0 | 5741 |
| 17-1 | 5923 |
| 17-2 | 6113 |
| 17-3 | 6306 |
| 17-4 | 6509 |
| 17-5 | 6715 |
| 17-6 | 6929 |
| 17-7 | 7151 |
| 17-8 | 7379 |
| 17-9 | 7614 |

**wordt tabel A3 S 17  
01-01-2009  
trede bedrag**

|    |      |
|----|------|
| 1  | 5296 |
| 2  | 5440 |
| 3  | 5588 |
| 4  | 5923 |
| 4  | 5923 |
| 5  | 6113 |
| 6  | 6306 |
| 7  | 6509 |
| 8  | 6715 |
| 9  | 6929 |
| 10 | 7151 |
| 11 | 7379 |
| 12 | 7614 |

## Wijziging tabel 12 A 2 docentschalen

### CAO gebied V2

#### docent functie LB

|       | 01-07-<br>2008    | 01-01-<br>2009 | 01-10-<br>2009     | 01-01-<br>2010 | 01-01-<br>2011 | 01-01-<br>2012 | 01-01-<br>2013 | 01-01-<br>2014 |
|-------|-------------------|----------------|--------------------|----------------|----------------|----------------|----------------|----------------|
|       | loonpeil 1-7-2008 |                | loonpeil 1-10-2009 |                |                |                |                |                |
| trede | bedrag            | bedrag         | bedrag             | bedrag         | bedrag         | bedrag         | bedrag         | bedrag         |
| 1     | 2374              | 2374           | 2445               | 2445           | 2445           | 2445           | 2445           | 2445           |
| 2     | 2432              | 2432           | 2505               | 2505           | 2505           | 2505           | 2505           | 2505           |
| 3     | 2486              | 2491           | 2566               | 2570           | 2571           | 2573           | 2577           | 2581           |
| 4     | 2544              | 2549           | 2625               | 2634           | 2637           | 2641           | 2649           | 2657           |
| 5     | 2598              | 2608           | 2686               | 2699           | 2702           | 2709           | 2721           | 2734           |
| 6     | 2654              | 2669           | 2749               | 2768           | 2775           | 2788           | 2806           | 2829           |
| 7     | 2710              | 2732           | 2814               | 2843           | 2855           | 2875           | 2904           | 2940           |
| 8     | 2766              | 2799           | 2883               | 2925           | 2942           | 2972           | 3012           | 3066           |
| 9     | 2821              | 2869           | 2955               | 3011           | 3042           | 3077           | 3133           | 3209           |
| 10    | 2880              | 2943           | 3031               | 3102           | 3145           | 3190           | 3265           | 3368           |
| 11    | 2933              | 3021           | 3112               | 3197           | 3254           | 3314           | 3410           | 3544           |
| 12    | 2990              | 3103           | 3196               | 3299           | 3367           | 3445           | 3567           | 3739           |
| 13    | 3045              | 3188           | 3284               | 3405           | 3486           | 3587           | 3739           |                |
| 14    | 3162              | 3281           | 3379               | 3513           | 3607           | 3739           |                |                |
| 15    | 3278              | 3394           | 3496               | 3624           | 3739           |                |                |                |
| 16    | 3395              | 3511           | 3616               | 3739           |                |                |                |                |
| 17    | 3512              | 3630           | 3739               |                |                |                |                |                |
| 18    | 3630              |                |                    |                |                |                |                |                |

#### docent functie LC

|       | 01-07-<br>2008    | 01-01-<br>2009 | 01-10-<br>2009     | 01-01-<br>2010 | 01-01-<br>2011 | 01-01-<br>2012 | 01-01-<br>2013 | 01-01-<br>2014 |
|-------|-------------------|----------------|--------------------|----------------|----------------|----------------|----------------|----------------|
|       | loonpeil 1-7-2008 |                | loonpeil 1-10-2009 |                |                |                |                |                |
| trede | bedrag            | bedrag         | bedrag             | bedrag         | bedrag         | bedrag         | bedrag         | bedrag         |
| 1     | 2388              | 2388           | 2460               | 2460           | 2460           | 2460           | 2460           | 2460           |
| 2     | 2503              | 2503           | 2578               | 2578           | 2578           | 2578           | 2578           | 2578           |
| 3     | 2621              | 2622           | 2701               | 2701           | 2701           | 2703           | 2708           | 2713           |
| 4     | 2727              | 2732           | 2814               | 2819           | 2824           | 2828           | 2837           | 2848           |
| 5     | 2837              | 2843           | 2928               | 2939           | 2947           | 2954           | 2966           | 2982           |
| 6     | 2943              | 2956           | 3045               | 3061           | 3072           | 3085           | 3104           | 3132           |
| 7     | 3051              | 3070           | 3162               | 3184           | 3198           | 3222           | 3254           | 3298           |
| 8     | 3159              | 3185           | 3281               | 3308           | 3331           | 3366           | 3413           | 3479           |
| 9     | 3266              | 3301           | 3400               | 3434           | 3468           | 3516           | 3582           | 3676           |
| 10    | 3375              | 3418           | 3521               | 3563           | 3608           | 3673           | 3762           | 3889           |
| 11    | 3481              | 3534           | 3640               | 3692           | 3751           | 3835           | 3952           | 4117           |
| 12    | 3591              | 3651           | 3761               | 3822           | 3899           | 4005           | 4151           | 4361           |
| 13    | 3697              | 3769           | 3882               | 3955           | 4050           | 4180           | 4361           |                |
| 14    | 3806              | 3887           | 4004               | 4089           | 4204           | 4361           |                |                |
| 15    | 3913              | 4006           | 4126               | 4224           | 4361           |                |                |                |
| 16    | 4019              | 4124           | 4248               | 4361           |                |                |                |                |
| 17    | 4128              | 4234           | 4361               |                |                |                |                |                |
| 18    | 4234              |                |                    |                |                |                |                |                |

**docent functie LD**

|              | <b>01-07-2008</b>        | <b>01-01-2009</b> | 01-10-2009         | 01-01-2010 | 01-01-2011 | 01-01-2012 | 01-01-2013 | 01-01-2014 |
|--------------|--------------------------|-------------------|--------------------|------------|------------|------------|------------|------------|
|              | <b>loonpeil 1-7-2008</b> |                   | loonpeil 1-10-2009 |            |            |            |            |            |
| <b>trede</b> | <b>bedrag</b>            | <b>bedrag</b>     | bedrag             | bedrag     | bedrag     | bedrag     | bedrag     | bedrag     |
| <b>1</b>     | <b>2398</b>              | <b>2398</b>       | 2470               | 2470       | 2470       | 2470       | 2470       | 2470       |
| <b>2</b>     | <b>2541</b>              | <b>2541</b>       | 2617               | 2617       | 2617       | 2617       | 2617       | 2617       |
| <b>3</b>     | <b>2682</b>              | <b>2685</b>       | 2766               | 2768       | 2771       | 2775       | 2781       | 2788       |
| <b>4</b>     | <b>2823</b>              | <b>2829</b>       | 2914               | 2919       | 2925       | 2933       | 2944       | 2959       |
| <b>5</b>     | <b>2965</b>              | <b>2974</b>       | 3063               | 3069       | 3079       | 3091       | 3108       | 3130       |
| <b>6</b>     | <b>3109</b>              | <b>3119</b>       | 3213               | 3224       | 3239       | 3258       | 3287       | 3323       |
| <b>7</b>     | <b>3250</b>              | <b>3267</b>       | 3365               | 3383       | 3405       | 3435       | 3480       | 3538       |
| <b>8</b>     | <b>3393</b>              | <b>3418</b>       | 3521               | 3544       | 3577       | 3623       | 3689       | 3778       |
| <b>9</b>     | <b>3535</b>              | <b>3568</b>       | 3675               | 3709       | 3756       | 3821       | 3914       | 4039       |
| <b>10</b>    | <b>3677</b>              | <b>3721</b>       | 3833               | 3878       | 3942       | 4029       | 4152       | 4324       |
| <b>11</b>    | <b>3820</b>              | <b>3876</b>       | 3992               | 4050       | 4133       | 4247       | 4406       | 4631       |
| <b>12</b>    | <b>3962</b>              | <b>4032</b>       | 4153               | 4224       | 4330       | 4475       | 4675       | 4962       |
| <b>13</b>    | <b>4105</b>              | <b>4190</b>       | 4316               | 4404       | 4535       | 4713       | 4962       |            |
| <b>14</b>    | <b>4248</b>              | <b>4351</b>       | 4482               | 4587       | 4745       | 4962       |            |            |
| <b>15</b>    | <b>4390</b>              | <b>4511</b>       | 4646               | 4772       | 4962       |            |            |            |
| <b>16</b>    | <b>4531</b>              | <b>4674</b>       | 4814               | 4962       |            |            |            |            |
| <b>17</b>    | <b>4674</b>              | <b>4817</b>       | 4962               |            |            |            |            |            |
| <b>18</b>    | <b>4817</b>              |                   |                    |            |            |            |            |            |

**docent functie LE**

|              | <b>01-07-2008</b>        | <b>01-01-2009</b> | 01-10-2009         | 01-01-2010 | 01-01-2011 | 01-01-2012 | 01-01-2013 | 01-01-2014 |
|--------------|--------------------------|-------------------|--------------------|------------|------------|------------|------------|------------|
|              | <b>loonpeil 1-7-2008</b> |                   | loonpeil 1-10-2009 |            |            |            |            |            |
| <b>trede</b> | <b>bedrag</b>            | <b>bedrag</b>     | bedrag             | bedrag     | bedrag     | bedrag     | bedrag     | bedrag     |
| <b>1</b>     | <b>3084</b>              | <b>3084</b>       | 3177               | 3177       | 3177       | 3177       | 3177       | 3177       |
| <b>2</b>     | <b>3200</b>              | <b>3200</b>       | 3296               | 3296       | 3296       | 3296       | 3296       | 3296       |
| <b>3</b>     | <b>3303</b>              | <b>3303</b>       | 3402               | 3402       | 3402       | 3402       | 3402       | 3402       |
| <b>4</b>     | <b>3512</b>              | <b>3512</b>       | 3617               | 3617       | 3617       | 3617       | 3617       | 3617       |
| <b>5</b>     | <b>3744</b>              | <b>3744</b>       | 3856               | 3856       | 3856       | 3856       | 3856       | 3856       |
| <b>6</b>     | <b>3857</b>              | <b>3868</b>       | 3984               | 3995       | 4009       | 4026       | 4047       | 4074       |
| <b>7</b>     | <b>3964</b>              | <b>3991</b>       | 4111               | 4133       | 4161       | 4195       | 4237       | 4291       |
| <b>8</b>     | <b>4074</b>              | <b>4114</b>       | 4237               | 4272       | 4314       | 4364       | 4428       | 4509       |
| <b>9</b>     | <b>4179</b>              | <b>4237</b>       | 4364               | 4411       | 4466       | 4534       | 4620       | 4727       |
| <b>10</b>    | <b>4290</b>              | <b>4360</b>       | 4491               | 4550       | 4620       | 4703       | 4809       | 4944       |
| <b>11</b>    | <b>4399</b>              | <b>4484</b>       | 4619               | 4689       | 4771       | 4873       | 5000       | 5161       |
| <b>12</b>    | <b>4505</b>              | <b>4607</b>       | 4745               | 4826       | 4923       | 5043       | 5190       | 5381       |
| <b>13</b>    | <b>4613</b>              | <b>4731</b>       | 4873               | 4965       | 5077       | 5211       | 5381       |            |
| <b>14</b>    | <b>4749</b>              | <b>4854</b>       | 5000               | 5104       | 5228       | 5381       |            |            |
| <b>15</b>    | <b>4868</b>              | <b>4977</b>       | 5126               | 5242       | 5381       |            |            |            |
| <b>16</b>    | <b>4987</b>              | <b>5101</b>       | 5254               | 5381       |            |            |            |            |
| <b>17</b>    | <b>5106</b>              | <b>5224</b>       | 5381               |            |            |            |            |            |
| <b>18</b>    | <b>5224</b>              |                   |                    |            |            |            |            |            |

## Wijziging tabel 12 A3 OOP/Directie schalen

### CAO gebied V3 Mercedes@Work

#### functie schaal 1

|       | loonpeil   |            |            |
|-------|------------|------------|------------|
| trede | 01-07-2007 | 01-07-2008 | 01-10-2009 |
| 1-0   | 1386       | 1448       | 1512       |
| 1-1   | 1447       | 1509       | 1573       |
| 1-2   | 1506       | 1568       | 1632       |
| 1-3   | 1534       | 1596       | 1660       |
| 1-4   | 1566       | 1628       | 1692       |
| 1-5   | 1597       | 1659       | 1723       |
| 1-6   | 1639       | 1701       | 1765       |

#### functie schaal 2

|       | loonpeil   |            |            |
|-------|------------|------------|------------|
| trede | 01-07-2007 | 01-07-2008 | 01-10-2009 |
| 2-0   | 1419       | 1481       | 1545       |
| 2-1   | 1478       | 1540       | 1604       |
| 2-2   | 1534       | 1596       | 1660       |
| 2-3   | 1597       | 1659       | 1723       |
| 2-4   | 1639       | 1701       | 1765       |
| 2-5   | 1688       | 1750       | 1814       |
| 2-6   | 1747       | 1809       | 1873       |
| 2-7   | 1802       | 1864       | 1928       |

#### functie schaal 3

|       | loonpeil   |            |            |
|-------|------------|------------|------------|
| trede | 01-07-2007 | 01-07-2008 | 01-10-2009 |
| 2-0   | 1419       | 1481       | 1545       |
| 3-2   | 1534       | 1596       | 1660       |
| 3-3   | 1597       | 1659       | 1723       |
| 3-4   | 1688       | 1750       | 1814       |
| 3-5   | 1747       | 1809       | 1873       |
| 3-6   | 1802       | 1864       | 1928       |
| 3-7   | 1857       | 1919       | 1983       |
| 3-8   | 1910       | 1972       | 2036       |
| 3-9   | 1963       | 2025       | 2089       |

#### functie schaal 4

|       | loonpeil   |            |            |
|-------|------------|------------|------------|
| trede | 01-07-2007 | 01-07-2008 | 01-10-2009 |
| 3-0   | 1447       | 1509       | 1573       |
| 4-1   | 1506       | 1568       | 1632       |
| 4-2   | 1566       | 1628       | 1692       |
| 4-3   | 1639       | 1701       | 1765       |
| 4-4   | 1747       | 1809       | 1873       |
| 4-5   | 1802       | 1864       | 1928       |
| 4-6   | 1857       | 1919       | 1983       |
| 4-7   | 1910       | 1972       | 2036       |
| 4-8   | 1963       | 2025       | 2089       |
| 4-9   | 2014       | 2076       | 2140       |
| 4-10  | 2065       | 2127       | 2191       |

#### functie schaal 5

|       | loonpeil   |            |            |
|-------|------------|------------|------------|
| trede | 01-07-2007 | 01-07-2008 | 01-10-2009 |
| 4-0   | 1478       | 1540       | 1604       |
| 4-1   | 1506       | 1568       | 1632       |
| 5-2   | 1597       | 1659       | 1723       |
| 5-2   | 1688       | 1750       | 1814       |
| 5-3   | 1802       | 1864       | 1928       |
| 5-4   | 1857       | 1919       | 1983       |
| 5-5   | 1910       | 1972       | 2036       |
| 5-6   | 1963       | 2025       | 2089       |
| 5-7   | 2014       | 2076       | 2140       |
| 5-8   | 2065       | 2127       | 2191       |
| 5-9   | 2115       | 2178       | 2243       |
| 5-10  | 2170       | 2235       | 2302       |

#### functie schaal 6

|       | loonpeil   |            |            |
|-------|------------|------------|------------|
| trede | 01-07-2007 | 01-07-2008 | 01-10-2009 |
| 5-0   | 1534       | 1596       | 1660       |
| 5-1   | 1597       | 1659       | 1723       |
| 6-2   | 1802       | 1864       | 1928       |
| 6-3   | 1910       | 1972       | 2036       |
| 6-4   | 1963       | 2025       | 2089       |
| 6-5   | 2014       | 2076       | 2140       |
| 6-6   | 2065       | 2127       | 2191       |
| 6-7   | 2115       | 2178       | 2243       |
| 6-8   | 2170       | 2235       | 2302       |
| 6-9   | 2223       | 2290       | 2359       |
| 6-10  | 2274       | 2342       | 2412       |

| <b>functie schaal 7</b> |                 |                        |                |
|-------------------------|-----------------|------------------------|----------------|
|                         | <b>loonpeil</b> |                        |                |
| <b>trede</b>            | 01-07-<br>2007  | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| <b>6-0</b>              | 1639            | <b>1701</b>            | 1765           |
| <b>6-1</b>              | 1688            | <b>1750</b>            | 1814           |
| <b>6-2</b>              | 1802            | <b>1864</b>            | 1928           |
| <b>7-2</b>              | 2014            | <b>2076</b>            | 2140           |
| <b>7-3</b>              | 2115            | <b>2178</b>            | 2243           |
| <b>7-4</b>              | 2170            | <b>2235</b>            | 2302           |
| <b>7-5</b>              | 2223            | <b>2290</b>            | 2359           |
| <b>7-6</b>              | 2274            | <b>2342</b>            | 2412           |
| <b>7-7</b>              | 2328            | <b>2398</b>            | 2470           |
| <b>7-8</b>              | 2384            | <b>2456</b>            | 2530           |
| <b>7-9</b>              | 2442            | <b>2515</b>            | 2590           |
| <b>7-10</b>             | 2508            | <b>2583</b>            | 2660           |

| <b>functie schaal 8</b> |                 |                        |                |
|-------------------------|-----------------|------------------------|----------------|
|                         | <b>loonpeil</b> |                        |                |
| <b>trede</b>            | 01-07-<br>2007  | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| <b>7-0</b>              | 1857            | <b>1919</b>            | 1983           |
| <b>7-1</b>              | 1910            | <b>1972</b>            | 2036           |
| <b>7-2</b>              | 2014            | <b>2076</b>            | 2140           |
| <b>8-1</b>              | 2223            | <b>2290</b>            | 2359           |
| <b>8-2</b>              | 2328            | <b>2398</b>            | 2470           |
| <b>8-3</b>              | 2442            | <b>2515</b>            | 2590           |
| <b>8-4</b>              | 2508            | <b>2583</b>            | 2660           |
| <b>8-5</b>              | 2567            | <b>2644</b>            | 2723           |
| <b>8-6</b>              | 2619            | <b>2698</b>            | 2779           |
| <b>8-7</b>              | 2677            | <b>2757</b>            | 2840           |
| <b>8-8</b>              | 2734            | <b>2816</b>            | 2900           |
| <b>8-9</b>              | 2786            | <b>2870</b>            | 2956           |
| <b>8-10</b>             | 2836            | <b>2921</b>            | 3009           |

| <b>functie schaal 9</b> |                 |                        |                |
|-------------------------|-----------------|------------------------|----------------|
|                         | <b>loonpeil</b> |                        |                |
| <b>trede</b>            | 01-07-<br>2007  | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| <b>8-0</b>              | 2115            | <b>2178</b>            | 2243           |
| <b>8-1</b>              | 2223            | <b>2290</b>            | 2359           |
| <b>9-1</b>              | 2442            | <b>2515</b>            | 2590           |
| <b>9-2</b>              | 2567            | <b>2644</b>            | 2723           |
| <b>9-3</b>              | 2677            | <b>2757</b>            | 2840           |
| <b>9-4</b>              | 2786            | <b>2870</b>            | 2956           |
| <b>9-5</b>              | 2891            | <b>2978</b>            | 3067           |
| <b>9-6</b>              | 2994            | <b>3084</b>            | 3177           |
| <b>9-7</b>              | 3107            | <b>3200</b>            | 3296           |
| <b>9-8</b>              | 3207            | <b>3303</b>            | 3402           |

| <b>functie schaal 10</b> |                 |                        |                |
|--------------------------|-----------------|------------------------|----------------|
|                          | <b>loonpeil</b> |                        |                |
| <b>trede</b>             | 01-07-<br>2007  | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| <b>8-0</b>               | 2115            | <b>2178</b>            | 2243           |
| <b>10-1</b>              | 2328            | <b>2398</b>            | 2470           |
| <b>10-2</b>              | 2442            | <b>2515</b>            | 2590           |
| <b>10-3</b>              | 2567            | <b>2644</b>            | 2723           |
| <b>10-4</b>              | 2677            | <b>2757</b>            | 2840           |
| <b>10-5</b>              | 2786            | <b>2870</b>            | 2956           |
| <b>10-6</b>              | 2891            | <b>2978</b>            | 3067           |
| <b>10-7</b>              | 2994            | <b>3084</b>            | 3177           |
| <b>10-8</b>              | 3107            | <b>3200</b>            | 3296           |
| <b>10-9</b>              | 3207            | <b>3303</b>            | 3402           |
| <b>10-10</b>             | 3310            | <b>3409</b>            | 3511           |
| <b>10-11</b>             | 3410            | <b>3512</b>            | 3617           |
| <b>10-12</b>             | 3524            | <b>3630</b>            | 3739           |

|              |            |                   | <b>functie schaal S11</b> |                   |            |            |
|--------------|------------|-------------------|---------------------------|-------------------|------------|------------|
|              |            |                   | <b>loonpeil</b>           |                   |            |            |
| <b>trede</b> | 01-07-2007 | <b>01-07-2008</b> | <b>trede</b>              | <b>01-01-2009</b> | 01-10-2009 | 01-01-2010 |
| <b>10-0</b>  | 2223       | <b>2290</b>       | <b>1</b>                  | <b>2290</b>       | 2359       | 2359       |
| <b>10-1</b>  | 2328       | <b>2398</b>       | <b>2</b>                  | <b>2398</b>       | 2470       | 2470       |
| <b>10-2</b>  | 2442       | <b>2515</b>       | <b>3</b>                  | <b>2517</b>       | 2593       | 2590       |
| <b>10-3</b>  | 2567       | <b>2644</b>       | <b>4</b>                  | <b>2646</b>       | 2725       | 2723       |
| <b>10-4</b>  | 2677       | <b>2757</b>       | <b>5</b>                  | <b>2760</b>       | 2843       | 2848       |
| <b>10-5</b>  | 2786       | <b>2870</b>       | <b>6</b>                  | <b>2875</b>       | 2961       | 2972       |
| <b>10-6</b>  | 2891       | <b>2978</b>       | <b>7</b>                  | <b>2993</b>       | 3083       | 3097       |
| <b>11-1</b>  | 3107       | <b>3200</b>       | <b>8</b>                  | <b>3200</b>       | 3296       | 3296       |
| <b>11-2</b>  | 3207       | <b>3303</b>       | <b>9</b>                  | <b>3315</b>       | 3414       | 3429       |
| <b>11-3</b>  | 3310       | <b>3409</b>       | <b>10</b>                 | <b>3429</b>       | 3532       | 3562       |
| <b>11-4</b>  | 3410       | <b>3512</b>       | <b>11</b>                 | <b>3544</b>       | 3650       | 3695       |
| <b>11-5</b>  | 3524       | <b>3630</b>       | <b>12</b>                 | <b>3660</b>       | 3770       | 3829       |
| <b>11-6</b>  | 3635       | <b>3744</b>       | <b>13</b>                 | <b>3775</b>       | 3888       | 3962       |
| <b>11-7</b>  | 3745       | <b>3857</b>       | <b>14</b>                 | <b>3890</b>       | 4007       | 4095       |
| <b>11-8</b>  | 3849       | <b>3964</b>       | <b>15</b>                 | <b>4005</b>       | 4125       | 4229       |
| <b>11-9</b>  | 3955       | <b>4074</b>       | <b>16</b>                 | <b>4119</b>       | 4243       | 4361       |
| <b>11-10</b> | 4057       | <b>4179</b>       | <b>17</b>                 | <b>4234</b>       | 4361       |            |
| <b>11-11</b> | 4111       | <b>4234</b>       |                           |                   |            |            |

| <b>functie schaal 12</b> |            |                   |            |
|--------------------------|------------|-------------------|------------|
| <b>loonpeil</b>          |            |                   |            |
| <b>trede</b>             | 01-07-2007 | <b>01-07-2008</b> | 01-10-2009 |
| <b>11-0</b>              | 2994       | <b>3084</b>       | 3177       |
| <b>11-1</b>              | 3107       | <b>3200</b>       | 3296       |
| <b>11-2</b>              | 3207       | <b>3303</b>       | 3402       |
| <b>11-3</b>              | 3310       | <b>3409</b>       | 3511       |
| <b>11-4</b>              | 3410       | <b>3512</b>       | 3617       |
| <b>11-5</b>              | 3524       | <b>3630</b>       | 3739       |
| <b>12-1</b>              | 3745       | <b>3857</b>       | 3973       |
| <b>12-2</b>              | 3849       | <b>3964</b>       | 4083       |
| <b>12-3</b>              | 3955       | <b>4074</b>       | 4196       |
| <b>12-4</b>              | 4057       | <b>4179</b>       | 4304       |
| <b>12-5</b>              | 4165       | <b>4290</b>       | 4419       |
| <b>12-6</b>              | 4271       | <b>4399</b>       | 4531       |
| <b>12-7</b>              | 4374       | <b>4505</b>       | 4640       |
| <b>12-8</b>              | 4479       | <b>4613</b>       | 4751       |
| <b>12-9</b>              | 4611       | <b>4749</b>       | 4891       |
| <b>12-10</b>             | 4677       | <b>4817</b>       | 4962       |

| <b>functie schaal 13</b> |            |                   |            |
|--------------------------|------------|-------------------|------------|
| <b>loonpeil</b>          |            |                   |            |
| <b>trede</b>             | 01-07-2007 | <b>01-07-2008</b> | 01-10-2009 |
| <b>12-0</b>              | 3635       | <b>3744</b>       | 3856       |
| <b>12-1</b>              | 3745       | <b>3857</b>       | 3973       |
| <b>12-2</b>              | 3849       | <b>3964</b>       | 4083       |
| <b>12-3</b>              | 3955       | <b>4074</b>       | 4196       |
| <b>12-4</b>              | 4057       | <b>4179</b>       | 4304       |
| <b>13-1</b>              | 4271       | <b>4399</b>       | 4531       |
| <b>13-2</b>              | 4374       | <b>4505</b>       | 4640       |
| <b>13-3</b>              | 4479       | <b>4613</b>       | 4751       |
| <b>13-4</b>              | 4611       | <b>4749</b>       | 4891       |
| <b>13-5</b>              | 4743       | <b>4885</b>       | 5032       |
| <b>13-6</b>              | 4875       | <b>5021</b>       | 5172       |
| <b>13-7</b>              | 5008       | <b>5158</b>       | 5313       |
| <b>13-8</b>              | 5072       | <b>5224</b>       | 5381       |

**functie schaal 14**

|             | loonpeil       |                        |                |
|-------------|----------------|------------------------|----------------|
| trede       | 01-07-<br>2007 | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| <b>13-0</b> | 4165           | <b>4290</b>            | 4419           |
| <b>13-1</b> | 4271           | <b>4399</b>            | 4531           |
| <b>14-1</b> | 4479           | <b>4613</b>            | 4751           |
| <b>14-2</b> | 4611           | <b>4749</b>            | 4891           |
| <b>14-3</b> | 4743           | <b>4885</b>            | 5032           |
| <b>14-4</b> | 4875           | <b>5021</b>            | 5172           |
| <b>14-5</b> | 5008           | <b>5158</b>            | 5313           |
| <b>14-6</b> | 5142           | <b>5296</b>            | 5455           |
| <b>14-7</b> | 5282           | <b>5440</b>            | 5603           |
| <b>14-8</b> | 5425           | <b>5588</b>            | 5756           |
| <b>14-9</b> | 5574           | <b>5741</b>            | 5913           |

**functie schaal 15**

|             | loonpeil       |                        |                |
|-------------|----------------|------------------------|----------------|
| trede       | 01-07-<br>2007 | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| <b>14-0</b> | 4374           | <b>4505</b>            | 4640           |
| <b>14-1</b> | 4479           | <b>4613</b>            | 4751           |
| <b>14-2</b> | 4611           | <b>4749</b>            | 4891           |
| <b>15-1</b> | 4875           | <b>5021</b>            | 5172           |
| <b>15-2</b> | 5008           | <b>5158</b>            | 5313           |
| <b>15-3</b> | 5142           | <b>5296</b>            | 5455           |
| <b>15-4</b> | 5282           | <b>5440</b>            | 5603           |
| <b>15-5</b> | 5425           | <b>5588</b>            | 5756           |
| <b>15-6</b> | 5574           | <b>5741</b>            | 5913           |
| <b>15-7</b> | 5750           | <b>5923</b>            | 6101           |
| <b>15-8</b> | 5935           | <b>6113</b>            | 6296           |
| <b>15-9</b> | 6122           | <b>6306</b>            | 6495           |

**functie schaal 16**

|             | loonpeil       |                        |                |
|-------------|----------------|------------------------|----------------|
| trede       | 01-07-<br>2007 | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| <b>15-0</b> | 4743           | <b>4885</b>            | 5032           |
| <b>15-1</b> | 4875           | <b>5021</b>            | 5172           |
| <b>15-2</b> | 5008           | <b>5158</b>            | 5313           |
| <b>16-1</b> | 5282           | <b>5440</b>            | 5603           |
| <b>16-2</b> | 5425           | <b>5588</b>            | 5756           |
| <b>16-3</b> | 5574           | <b>5741</b>            | 5913           |
| <b>16-4</b> | 5750           | <b>5923</b>            | 6101           |
| <b>16-5</b> | 5935           | <b>6113</b>            | 6296           |
| <b>16-6</b> | 6122           | <b>6306</b>            | 6495           |
| <b>16-7</b> | 6319           | <b>6509</b>            | 6704           |
| <b>16-8</b> | 6519           | <b>6715</b>            | 6916           |
| <b>16-9</b> | 6727           | <b>6929</b>            | 7137           |

**functie schaal 17**

|       | loonpeil       |                        |                |
|-------|----------------|------------------------|----------------|
| trede | 01-07-<br>2007 | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| 1     | 5142           | <b>5296</b>            | 5455           |
| 2     | 5282           | <b>5440</b>            | 5603           |
| 3     | 5425           | <b>5588</b>            | 5756           |
| 4     | 5750           | <b>5923</b>            | 6101           |
| 5     | 5935           | <b>6113</b>            | 6296           |
| 6     | 6122           | <b>6306</b>            | 6495           |
| 7     | 6319           | <b>6509</b>            | 6704           |
| 8     | 6519           | <b>6715</b>            | 6916           |
| 9     | 6727           | <b>6929</b>            | 7137           |
| 10    | 6943           | <b>7151</b>            | 7366           |
| 11    | 7164           | <b>7379</b>            | 7600           |
| 12    | 7392           | <b>7614</b>            | 7842           |

**CAO gebied Mercedes@Work V4****Wijziging tabel 12 A4****Instroombaan schaal 1**

|             | loonpeil       |                        |                        |
|-------------|----------------|------------------------|------------------------|
| trede       | 01-07-<br>2007 | <b>01-07-<br/>2008</b> | <b>01-10-<br/>2009</b> |
| <b>At-1</b> |                | <b>1356,60</b>         | <b>1381,29*</b>        |
| <b>At-2</b> |                | <b>1402,30</b>         | <b>1420,94*</b>        |
| <b>1-0</b>  | 1386           | <b>1448</b>            | <b>1512</b>            |
| <b>1-1</b>  | 1447           | <b>1509</b>            | <b>1573</b>            |
| <b>1-2</b>  | 1506           | <b>1568</b>            | <b>1632</b>            |
| <b>1-3</b>  | 1534           | <b>1596</b>            | <b>1660</b>            |
| <b>1-4</b>  | 1566           | <b>1628</b>            | <b>1692</b>            |
| <b>1-5</b>  | 1597           | <b>1659</b>            | <b>1723</b>            |
| <b>1-6</b>  | 1639           | <b>1701</b>            | <b>1765</b>            |

**Doorstroombaan schaal 2**

|       | loonpeil       |                        |                |
|-------|----------------|------------------------|----------------|
| trede | 01-07-<br>2007 | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
| 2-0   | 1419           | <b>1481</b>            | 1545           |
| 2-1   | 1478           | <b>1540</b>            | 1604           |
| 2-2   | 1534           | <b>1596</b>            | 1660           |
| 2-3   | 1597           | <b>1659</b>            | 1723           |
| 2-4   | 1639           | <b>1701</b>            | 1765           |
| 2-5   | 1688           | <b>1750</b>            | 1814           |
| 2-6   | 1747           | <b>1809</b>            | 1873           |
| 2-7   | 1802           | <b>1864</b>            | 1928           |

**Doorstroombaan schaal 3  
loonpeil**

| <b>trede</b> | 01-07-<br>2007 | <b>01-07-<br/>2008</b> | 01-10-<br>2009 |
|--------------|----------------|------------------------|----------------|
| <b>3-0</b>   | 1419           | <b>1481</b>            | 1545           |
| <b>3-1</b>   | 1534           | <b>1596</b>            | 1660           |
| <b>3-2</b>   | 1597           | <b>1659</b>            | 1723           |
| <b>3-3</b>   | 1688           | <b>1750</b>            | 1814           |
| <b>3-4</b>   | 1747           | <b>1809</b>            | 1873           |
| <b>3-5</b>   | 1802           | <b>1864</b>            | 1928           |
| <b>3-6</b>   | 1857           | <b>1919</b>            | 1983           |

CAO gebied Mercedes@Work VC

A7 Maandsalaris Leraar in Opleiding 1-7-2008  
LIO 1199,00

## CAO gebied Mercedes@Work VA

Nieuwe tabel opnemen over 15 jaars uitzicht

| A. 15-jaarsuitzicht | <b>kolom 1</b> | <b>sal. nr.</b> | <b>kolom 2<br/>loonpeil<br/>1-7-<br/>2008</b> | <b>kolom 3<br/>loonpeil<br/>1-10-2009</b> |
|---------------------|----------------|-----------------|---|---|
|                     | <b>schaal</b>  |                 | <b>bedrag</b>                                 | bedrag                                    |
|                     | 10             | 10              | 3409  | 3511                                      |
|                     | 10             | 11              | 3512  | 3617                                      |
|                     | 10             | 12              | 3630  | 3739                                      |
|                     | 11             | 6               | 3744  | 3856                                      |
|                     | 11             | 7               | 3857  | 3973                                      |
|                     | 11             | 8               | 3964  | 4083                                      |
|                     | 11             | 9               | 4074  | 4196                                      |
|                     | 11             | 10              | 4179  | 4304                                      |
|                     | 12             | 3               | 4290  | 4419                                      |
|                     | 12             | 4               | 4399  | 4531                                      |
|                     | 12             | 5               | 4505  | 4640                                      |
|                     | 12             | 6               | 4613  | 4751                                      |
|                     | 12             | 7               | 4749  | 4891                                      |
|                     | 13             | 5               | 4885  | 5032                                      |
|                     | 13             | 6               | 5021  | 5172                                      |
|                     | 13             | 7               | 5158  | 5313                                      |
|                     | 14             | 6               | 5292  | 5451                                      |
|                     | 14             | 7               | 5431  | 5594                                      |
|                     | 14             | 8               | 5576  | 5743                                      |
|                     | 15             | 6               | 5733  | 5905                                      |
|                     | 15             | 7               | 5884  | 6061                                      |
|                     | 15             | 8               | 6039  | 6220                                      |
|                     | 16             | 6               | 6223  | 6410                                      |
|                     | 16             | 7               | 6401  | 6593                                      |
|                     | 16             | 8               | 6583  | 6780                                      |
|                     | 17             | 6               | 6764  | 6967                                      |
|                     | 17             | 7               | 6943  | 7151                                      |
|                     | 17             | 8               | 7125  | 7339                                      |
|                     | 18             | 6               | 7346  | 7566                                      |
|                     | 18             | 7               | 7564  | 7791                                      |
|                     | 18             | 8               | 7783  | 8016                                      |