

Ciudad Autónoma de Buenos Aires, 26 de abril de 2023

Al/la Secretario/a

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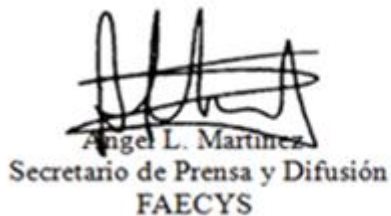
**CONVENIO SALARIAL 2023**  
**ACUERDO- FAECYS-CAMARA ARGENTINA DE**  
**CENTROS DE CONTACTO - CCT 781/20**

Como resultado de las negociaciones entre la Federación Argentina de Empleados de Comercio y Servicios (FAECyS) y la Cámara Argentina de Centros de Contacto, les acercamos el acuerdo con datos pormenorizados sobre el nuevo convenio salarial concerniente a los trabajadores comprendidos en el Convenio Colectivo de Trabajo 781/20 Rama *Call Center*. Asimismo, les adjuntamos las escalas actualizadas.

Saludamos a Usted fraternalmente



Daniel Lovera  
Secretario de Asuntos  
Laborales de FAECYS



Angel L. Martinez  
Secretario de Prensa y Difusión  
FAECYS



Armando Cavalieri  
Secretario General  
FAECYS

En la Ciudad Autónoma de Buenos Aires, a los 19 días del mes de abril de 2023, se reúnen en representación de la FEDERACION ARGENTINA DE EMPLEADOS DE COMERCIO Y SERVICIOS -F.A.E.C.y S.- los Señores Armando A. CAVALIERI, José GONZALEZ, Daniel LOVERA, Cristian ARRIAGA, Alfredo BELIZ y César GUERRERO y los Dres. Jorge Emilio BARBIERI y Mariana PAULINO CASTRO, constituyendo domicilio especial en Avda. Julio A. Roca 644 de la Ciudad Autónoma de Buenos Aires, por el sector gremial; y por la CAMARA ARGENTINA DE CENTROS DE CONTACTOS -C.A.C.C.- lo hace el Dr. Glauco Carlos Marqués, DNI 13.798.811, T 32 F 371 CPACF., por la parte empresaria, que acreditada la personería con el poder que adjunta y que se encuentra vigente a la fecha, con domicilio constituido y el denunciado en calle C. Pellegrini 1163, 5 Piso, CABA., Ciudad de Buenos Aires, y domicilio electrónico en marques@amzabogados.com.ar. Ambos denominados conjuntamente las partes indican poseer suficientes facultades para este acto, y manifiestan a la Sra. Ministro:

Las partes firmantes reconocen sus recíprocas legitimaciones y representatividad para negociar colectivamente en el marco de la actividad de los empleados de comercio y el C.C.T. 781/20 (en adelante “el CCT”), reconociéndolas igualmente en relación a sus participaciones habidas en todos los acuerdos vigentes suscriptos por las mismas -que en el presente se ratifican- y como así también respecto de los que se celebren en el futuro.

Las partes pactan lo siguiente:

PRIMERO: Incrementar durante el plazo de vigencia del presente, en forma escalonada y por un total que asciende a 19,5% las remuneraciones básicas del CCT sobre las escalas básicas vigentes del CCT y que correspondan a cada categoría de conformidad con lo establecido en la cláusula siguiente y a las escalas salariales que se adjuntan y forman parte integrante del presente. Este acuerdo comprende a todas las empresas y/o establecimientos y a todos los trabajadores incluidos en el referido CCT.

SEGUNDO: El mencionado incremento del 19,5% será remunerativo, en su valor nominal y no acumulativo, de acuerdo con lo siguiente: a) un 6,5% a partir del mes de abril de 2023; b) un 6,5% a partir del mes de mayo de 2023; c) un 6,5% a partir del mes de junio de 2023. Todos los incrementos porcentuales se liquidarán conforme las escalas básicas convencionales correspondientes al mes de abril de 2023. A tal efecto se tomará como base de cálculo para la aplicación de dicho incremento la suma resultante de la escala salarial de básicos convencionales correspondientes para cada categoría y conforme cada tipo de jornada legal o convencional aplicable en los valores expresados en el mes de ABRIL de 2023.

Asimismo, ambas partes pactan y establecen el otorgamiento de una suma fija no remunerativa por única vez equivalente a \$ 25.000 (pesos veinticinco mil) que será abonada de la siguiente manera: la suma de \$ 12.500 durante el transcurso del mes de abril de 2023 y \$12.500 durante el transcurso del mes de mayo de 2023, todo ello conforme las prescripciones que dispone el art. 6 de la ley 24.241.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



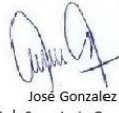
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Lovera  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.



Armando Cavalieri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Mariana Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado

Estos pagos atento su carácter de no remunerativo, no serán contributivos a ningún efecto ni generarán aportes y contribuciones a los subsistemas de la seguridad social, con las únicas excepciones 1) aportes y contribuciones de la Obra Social de Empleados de Comercio y Entidades Civiles y 2) aportes del trabajador establecidos por los arts. 36 y 37 del CCT 781/20.

Respecto a la liquidación del aporte con destino al INSTITUTO NACIONAL DE CAPACITACIÓN PROFESIONAL Y TECNOLÓGICO PARA EMPLEADOS DE NUESTRA ACTIVIDAD establecido en el art. 39 del CCT 781/20, no será de aplicación a este acuerdo por no encontrarse a la fecha de la firma del presente constituido el mismo.

TERCERO: Para el caso de trabajadores que laboren en tareas discontinua o a tiempo parcial o bajo el régimen de jornada reducida, legal o convencional, o que hayan incurrido en ausencias por causas injustificadas, el monto a abonar por este incremento será proporcional a la jornada laboral cumplida.

CUARTO: El presente acuerdo colectivo tendrá vigencia desde el 1 de abril de 2023 hasta el 31 de marzo de 2024. Las partes firmantes de este Acuerdo Colectivo asumen el compromiso de reunirse en el mes de julio de 2023, a iniciativa de cualquiera de ellas, a fin de analizar las escalas salariales convencionales, sumas, porcentajes, incorporaciones, atento las variaciones económicas que podrían haber afectado dichas escalas, pactadas en este acuerdo y desde la vigencia del mismo.

QUINTO: No podrán ser absorbidos ni compensados los incrementos de carácter sectorial, sean estos de carácter remunerativo o de cualquier otra naturaleza que, eventualmente, hubieren otorgado unilateralmente los empleadores y/o el gobierno.

Solamente podrán ser absorbidos o compensados, hasta su concurrencia, los importes de carácter general, sectorial o individual, otorgados por los empleadores unilateralmente a partir del 1 de enero de 2023, que hubieren sido abonados a cuenta de los incrementos que determine el presente Acuerdo Colectivo, cualquiera sea la denominación utilizada.

SEXTO: En relación a la determinación de la base de cálculo del incremento alcanzado en este acuerdo, las firmantes aceptan recomendar a aquellas empresas que liquidan suplementos y/o adicionales fijos y permanentes por encima de los establecidos en el CCT 781/20, procuren negociar, durante el presente año, su adecuación, teniendo como referencia los incrementos salariales previstos en el presente acuerdo.

SEPTIMO: Con el objeto de garantizar el normal funcionamiento del sistema solidario de salud que brinda a los empleados de comercio OSECAC, y enmarcado en la vigente emergencia sanitaria que fuera oportunamente dictada por el Poder Legislativo Nacional y que involucra a toda la cobertura médica asistencial, se conviene con carácter extraordinario y excepcional, por el plazo comprendido entre el mes de abril de 2023 y el mes de marzo de 2024, un aporte a cargo de los trabajadores a la Obra Social de Empleados de Comercio y Actividades Civiles, equivalente a \$ 100 (pesos cien) mensuales. Dicha suma será retenida del monto de la remuneración mensual a percibir por cada trabajador a partir del mes de abril de 2023 y depositada a la orden de OSECAC.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

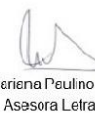
  
César Guerrero  
Secretario de Asesoría, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Emilio López  
Secretario de Asesoría Laborales  
de FAECYS

  
Armando Cavalieri  
Secretario General

  
José González  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
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Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



Teniendo en cuenta la naturaleza y destino de este aporte, en ningún caso el trabajador podrá solicitar que el empleador se haga cargo del pago directo de dicha obligación o reclamar su reintegro, cualquiera sea la forma de liquidación de su remuneración.

OCTAVO: En el marco de la emergencia sanitaria decretada por la Ley 27.541, en el especial contexto en que se encuentra nuestro país con motivo de la pandemia COVID – 19, y las obligaciones extraordinarias a las que debe hacer frente el sistema de salud nacional (conforme el Decreto 260/2000 dictado por el Poder Ejecutivo Nacional) y en particular la Obra Social de los Empleados de Comercio y Actividades Civiles (OSECAC), y a fin de hacer frente a la emergencia sanitaria, basado en el sistema solidario de salud, las partes signatarias del presente acuerdo convienen, de manera excepcional y extraordinaria, por prorrogar -y exclusivamente por el plazo de vigencia del presente acuerdo colectivo- el mantenimiento en la obligación de pago por una contribución adicional y solidaria a cargo de los empleadores incluidos en este acuerdo colectivo, equivalente a \$ 1200 (pesos un mil doscientos) mensuales por cada trabajador dependiente de los mismos comprendidos en el CCT 130/75, y únicamente por el período que va desde el mes de abril de 2023 y hasta el mes de marzo de 2024, ambos inclusive, y siempre que el trabajador mantenga contrato vigente en cada mes que corresponda efectuar la contribución adicional extraordinaria aquí pactada. Los importes pactados deberán ser declarados e ingresados a OSECAC, mediante sistema informático de pago especial que dicha Obra Social implementará, y dentro de los 10 días siguientes al vencimiento de cada mes respectivo (abril 2023 a marzo 2024).

NOVENO: La Federación Argentina de Empleados de Comercio y Servicios, a requerimiento de las Cámaras Empresariales firmantes, ratifican el compromiso de gestionar:

a) Ante OSECAC, que la referida Obra Social de la actividad otorgue en los planes de pago los plazos máximos en las condiciones que permita la AFIP para el cumplimiento de los aportes y contribuciones. FAECyS se compromete a gestionar conjuntamente con la parte empresaria ante la autoridad pertinente una adecuada reducción de los intereses correspondientes.

b) Ante las entidades de primer grado adheridas a esa Federación, requerir a las mismas otorguen en las financiaciones por deudas de capital en concepto de cuotas sindicales que con ellas mantengan las empresas que desarrollan su actividad en zona de actuación según las siguientes condiciones:

El empleador podrá acordar pagar en tres, seis, doce, dieciocho o veinticuatro cuotas mensuales, iguales y consecutivas con la tasa de interés equivalente al 50% de las que percibe la AFIP para las deudas impositivas. El importe de las cuotas (capital e interés) se fijará a partir de un mínimo de \$ 10.000 (pesos diez mil) por mes.

Deberán solicitarlo por escrito ante la entidad acreedora. La nota a presentar deberá consignar el apellido y nombre completo o razón social del solicitante, número de CUIT, domicilio legal y constituido, y el plan de pagos por el cual se opte dentro de las posibilidades establecidas en la presente cláusula. Si la deuda de capital e intereses declarada fuese superior a los \$ 100.000 (pesos cien mil) podrá convenirse un plan de pagos por un mayor número de cuotas nunca inferior a \$ 10.000 (peso diez mil) por cuota.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECyS

  
César Guerrero  
Secretario de Hygiene, Medicina  
y Seguridad en el Trabajo  
FAECyS

  
Daniel Lopera  
Secretario de Asuntos Laborales  
de FAECyS

  
Armando Cavallieri  
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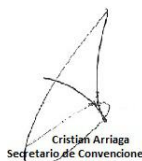
DECIMO: Se ratifican expresamente todas las comisiones creadas por acuerdos paritarios. Donde existan designaciones nominativas en representación de las partes, estas podrán reemplazar a sus representantes con la sola condición de notificar las modificaciones a las demás entidades que la integran.

DECIMO PRIMERO: Se adjunta al presente como anexo las escalas salariales según los nuevos valores referidos conforme lo pactado.

DECIMO SEGUNDO: Es condición suspensiva inicial para la validez y exigibilidad de este Acuerdo, su previa homologación por parte del Ministerio de Trabajo, Empleo y Seguridad Social de la Nación, lo que así solicitan las partes. Para el caso de estar pendiente la homologación de este Acuerdo y se produzcan vencimientos de plazos pactados para el pago de los incrementos en la forma escalonada prevista, los empleadores abonarán las sumas devengadas con la mención "Pago anticipa a cuenta del Acuerdo Colectivo abril 2023", los que quedarán reemplazados y compensados por los rubros correspondientes una vez homologado el Acuerdo.

Ambas partes indican poseer suficientes facultades, y consignan aquí, bajo Declaración Jurada, la autenticidad de las firmas insertas en este documento, todo ello bajo los términos previstos por el artículo 109 del Decreto N°1759/72 (t.o. 2017)

Las partes solicitan la homologación del presente Acuerdo al Ministerio de Trabajo, Empleo y Seguridad Social.

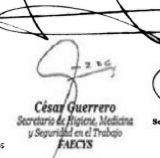
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|------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <br>Cristian Arriaga<br>Secretario de Convenciones Colectivas<br>FAECYS | <br>César Guerrero<br>Secretario de Higiene, Medicina<br>y Seguridad en el Trabajo<br>FAECYS | <br>Gabriel Llovera<br>Secretario de Asuntos Laborales<br>de F.A.E.C.Y.A. | <br>Armando Cavalieri<br>Secretario General | <br>José Gonzalez<br>Sub-Secretario General | <br>Alfredo Beliz<br>Secretario de Encuadramiento Sindical<br>FAECYS | <br>Meriena Paulino Castro<br>Asesora Letrada | <br>Jorge Barbieri<br>Asesor Letrado |
| <br>GLAUCO C. MARQUES<br>Apoderado CACC                                 |                                                                                                                                                                                 |                                                                                                                                                              |                                                                                                                                |                                                                                                                                |                                                                                                                                                          |                                                                                                                                    |                                                                                                                           |

**SUMA FIJA NO REMUNERATIVA PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS**

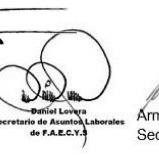
| CATEGORIA          | JORNADA<br>HS, | SUMA FIJA<br>NO REMUNERATIVA<br>ABRIL / 2023<br>\$ | SUMA FIJA<br>NO REMUNERATIVA<br>MAYO / 2023<br>\$ |
|--------------------|----------------|----------------------------------------------------|---------------------------------------------------|
| 1 - Mantenimiento  | 48             | 12.500,00                                          | 12.500,00                                         |
| 2 - Administrativo | 48             | 12.500,00                                          | 12.500,00                                         |
| 3 - Operación A    | 20             | 5.208,33                                           | 5.208,33                                          |
|                    | 21             | 5.468,75                                           | 5.468,75                                          |
|                    | 22             | 5.729,17                                           | 5.729,17                                          |
|                    | 23             | 5.989,58                                           | 5.989,58                                          |
|                    | 24             | 6.250,00                                           | 6.250,00                                          |
|                    | 25             | 6.510,42                                           | 6.510,42                                          |
|                    | 26             | 6.770,83                                           | 6.770,83                                          |
|                    | 27             | 7.031,25                                           | 7.031,25                                          |
|                    | 28             | 7.291,67                                           | 7.291,67                                          |
|                    | 29             | 7.552,08                                           | 7.552,08                                          |
|                    | 30             | 7.812,50                                           | 7.812,50                                          |
|                    | 31             | 8.072,92                                           | 8.072,92                                          |
|                    | 32             | 8.333,33                                           | 8.333,33                                          |
|                    | 33             | 8.593,75                                           | 8.593,75                                          |
|                    | 34             | 8.854,17                                           | 8.854,17                                          |
|                    | 35             | 9.114,58                                           | 9.114,58                                          |
|                    | 36             | 9.375,00                                           | 9.375,00                                          |
| 4 - Operación B    | 20             | 5.208,33                                           | 5.208,33                                          |
|                    | 21             | 5.468,75                                           | 5.468,75                                          |
|                    | 22             | 5.729,17                                           | 5.729,17                                          |
|                    | 23             | 5.989,58                                           | 5.989,58                                          |
|                    | 24             | 6.250,00                                           | 6.250,00                                          |
|                    | 25             | 6.510,42                                           | 6.510,42                                          |
|                    | 26             | 6.770,83                                           | 6.770,83                                          |
|                    | 27             | 7.031,25                                           | 7.031,25                                          |
|                    | 28             | 7.291,67                                           | 7.291,67                                          |
|                    | 29             | 7.552,08                                           | 7.552,08                                          |
|                    | 30             | 7.812,50                                           | 7.812,50                                          |
|                    | 31             | 8.072,92                                           | 8.072,92                                          |
|                    | 32             | 8.333,33                                           | 8.333,33                                          |
|                    | 33             | 8.593,75                                           | 8.593,75                                          |
|                    | 34             | 8.854,17                                           | 8.854,17                                          |
|                    | 35             | 9.114,58                                           | 9.114,58                                          |
|                    | 36             | 9.375,00                                           | 9.375,00                                          |



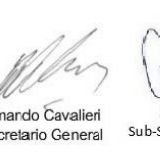
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Lavega  
Secretario de Asesoría Laborales  
de FAECYS



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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 1: MANTENIMIENTO  
JORNADAS DE 48 HORAS SEMANALES POR MES

|         | BASICO<br>48 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|
| INICIAL | 186.325,16      |            | 186.325,16 |
| 1       | 186.325,16      | 1.863,25   | 188.188,41 |
| 2       | 186.325,16      | 3.726,50   | 190.051,66 |
| 3       | 186.325,16      | 5.589,75   | 191.914,91 |
| 4       | 186.325,16      | 7.453,01   | 193.778,16 |
| 5       | 186.325,16      | 9.316,26   | 195.641,42 |
| 6       | 186.325,16      | 11.179,51  | 197.504,67 |
| 7       | 186.325,16      | 13.042,76  | 199.367,92 |
| 8       | 186.325,16      | 14.906,01  | 201.231,17 |
| 9       | 186.325,16      | 16.769,26  | 203.094,42 |
| 10      | 186.325,16      | 18.632,52  | 204.957,67 |
| 11      | 186.325,16      | 20.495,77  | 206.820,93 |
| 12      | 186.325,16      | 22.359,02  | 208.684,18 |
| 13      | 186.325,16      | 24.222,27  | 210.547,43 |
| 14      | 186.325,16      | 26.085,52  | 212.410,68 |
| 15      | 186.325,16      | 27.948,77  | 214.273,93 |
| 16      | 186.325,16      | 29.812,03  | 216.137,18 |
| 17      | 186.325,16      | 31.675,28  | 218.000,44 |
| 18      | 186.325,16      | 33.538,53  | 219.863,69 |
| 19      | 186.325,16      | 35.401,78  | 221.726,94 |
| 20      | 186.325,16      | 37.265,03  | 223.590,19 |
| 21      | 186.325,16      | 39.128,28  | 225.453,44 |
| 22      | 186.325,16      | 40.991,53  | 227.316,69 |
| 23      | 186.325,16      | 42.854,79  | 229.179,95 |
| 24      | 186.325,16      | 44.718,04  | 231.043,20 |
| 25      | 186.325,16      | 46.581,29  | 232.906,45 |
| 26      | 186.325,16      | 48.444,54  | 234.769,70 |
| 27      | 186.325,16      | 50.307,79  | 236.632,95 |
| 28      | 186.325,16      | 52.171,04  | 238.496,20 |
| 29      | 186.325,16      | 54.034,30  | 240.359,45 |
| 30      | 186.325,16      | 55.897,55  | 242.222,71 |
| 31      | 186.325,16      | 57.760,80  | 244.085,96 |
| 32      | 186.325,16      | 59.624,05  | 245.949,21 |
| 33      | 186.325,16      | 61.487,30  | 247.812,46 |
| 34      | 186.325,16      | 63.350,55  | 249.675,71 |
| 35      | 186.325,16      | 65.213,81  | 251.538,96 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
SINELYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Lopera  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 2: ADMINISTRATIVO  
JORNADAS DE 48 HORAS SEMANALES POR MES

|         | BASICO<br>48 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|
| INICIAL | 186.725,66      |            | 186.725,66 |
| 1       | 186.725,66      | 1.867,26   | 188.592,92 |
| 2       | 186.725,66      | 3.734,51   | 190.460,18 |
| 3       | 186.725,66      | 5.601,77   | 192.327,43 |
| 4       | 186.725,66      | 7.469,03   | 194.194,69 |
| 5       | 186.725,66      | 9.336,28   | 196.061,95 |
| 6       | 186.725,66      | 11.203,54  | 197.929,20 |
| 7       | 186.725,66      | 13.070,80  | 199.796,46 |
| 8       | 186.725,66      | 14.938,05  | 201.663,72 |
| 9       | 186.725,66      | 16.805,31  | 203.530,97 |
| 10      | 186.725,66      | 18.672,57  | 205.398,23 |
| 11      | 186.725,66      | 20.539,82  | 207.265,49 |
| 12      | 186.725,66      | 22.407,08  | 209.132,74 |
| 13      | 186.725,66      | 24.274,34  | 211.000,00 |
| 14      | 186.725,66      | 26.141,59  | 212.867,26 |
| 15      | 186.725,66      | 28.008,85  | 214.734,51 |
| 16      | 186.725,66      | 29.876,11  | 216.601,77 |
| 17      | 186.725,66      | 31.743,36  | 218.469,03 |
| 18      | 186.725,66      | 33.610,62  | 220.336,28 |
| 19      | 186.725,66      | 35.477,88  | 222.203,54 |
| 20      | 186.725,66      | 37.345,13  | 224.070,80 |
| 21      | 186.725,66      | 39.212,39  | 225.938,05 |
| 22      | 186.725,66      | 41.079,65  | 227.805,31 |
| 23      | 186.725,66      | 42.946,90  | 229.672,56 |
| 24      | 186.725,66      | 44.814,16  | 231.539,82 |
| 25      | 186.725,66      | 46.681,42  | 233.407,08 |
| 26      | 186.725,66      | 48.548,67  | 235.274,33 |
| 27      | 186.725,66      | 50.415,93  | 237.141,59 |
| 28      | 186.725,66      | 52.283,19  | 239.008,85 |
| 29      | 186.725,66      | 54.150,44  | 240.876,10 |
| 30      | 186.725,66      | 56.017,70  | 242.743,36 |
| 31      | 186.725,66      | 57.884,96  | 244.610,62 |
| 32      | 186.725,66      | 59.752,21  | 246.477,87 |
| 33      | 186.725,66      | 61.619,47  | 248.345,13 |
| 34      | 186.725,66      | 63.486,73  | 250.212,39 |
| 35      | 186.725,66      | 65.353,98  | 252.079,64 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECTS

  
Daniel Lavega  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.

  
Armando Cavalieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 20, 21 y 22 HORAS SEMANALES POR MES

|         | BASICO<br>20 HS | ANT.<br>\$ | TOTAL      | BASICO<br>21 HS | ANT.<br>\$ | TOTAL      | BASICO<br>22 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 77.802,37       |            | 77.802,37  | 81.692,51       |            | 81.692,51  | 85.582,57       |            | 85.582,57  |
| 1       | 77.802,37       | 778,02     | 78.580,40  | 81.692,51       | 816,93     | 82.509,43  | 85.582,57       | 855,83     | 86.438,39  |
| 2       | 77.802,37       | 1.556,05   | 79.358,42  | 81.692,51       | 1.633,85   | 83.326,36  | 85.582,57       | 1.711,65   | 87.294,22  |
| 3       | 77.802,37       | 2.334,07   | 80.136,44  | 81.692,51       | 2.450,78   | 84.143,28  | 85.582,57       | 2.567,48   | 88.150,05  |
| 4       | 77.802,37       | 3.112,09   | 80.914,47  | 81.692,51       | 3.267,70   | 84.960,21  | 85.582,57       | 3.423,30   | 89.005,87  |
| 5       | 77.802,37       | 3.890,12   | 81.692,49  | 81.692,51       | 4.084,63   | 85.777,13  | 85.582,57       | 4.279,13   | 89.861,70  |
| 6       | 77.802,37       | 4.668,14   | 82.470,51  | 81.692,51       | 4.901,55   | 86.594,06  | 85.582,57       | 5.134,95   | 90.717,52  |
| 7       | 77.802,37       | 5.446,17   | 83.248,54  | 81.692,51       | 5.718,48   | 87.410,98  | 85.582,57       | 5.990,78   | 91.573,35  |
| 8       | 77.802,37       | 6.224,19   | 84.026,56  | 81.692,51       | 6.535,40   | 88.227,91  | 85.582,57       | 6.846,61   | 92.429,17  |
| 9       | 77.802,37       | 7.002,21   | 84.804,58  | 81.692,51       | 7.352,33   | 89.044,83  | 85.582,57       | 7.702,43   | 93.285,00  |
| 10      | 77.802,37       | 7.780,24   | 85.582,61  | 81.692,51       | 8.169,25   | 89.861,76  | 85.582,57       | 8.558,26   | 94.140,83  |
| 11      | 77.802,37       | 8.558,26   | 86.360,63  | 81.692,51       | 8.986,18   | 90.678,68  | 85.582,57       | 9.414,08   | 94.996,65  |
| 12      | 77.802,37       | 9.336,28   | 87.138,66  | 81.692,51       | 9.803,10   | 91.495,61  | 85.582,57       | 10.269,91  | 95.852,48  |
| 13      | 77.802,37       | 10.114,31  | 87.916,69  | 81.692,51       | 10.620,03  | 92.312,53  | 85.582,57       | 11.125,73  | 96.708,30  |
| 14      | 77.802,37       | 10.892,33  | 88.694,71  | 81.692,51       | 11.436,95  | 93.129,46  | 85.582,57       | 11.981,56  | 97.564,13  |
| 15      | 77.802,37       | 11.670,36  | 89.472,74  | 81.692,51       | 12.253,88  | 93.946,38  | 85.582,57       | 12.837,39  | 98.419,95  |
| 16      | 77.802,37       | 12.448,38  | 90.250,76  | 81.692,51       | 13.070,80  | 94.763,31  | 85.582,57       | 13.693,21  | 99.275,78  |
| 17      | 77.802,37       | 13.226,40  | 91.028,77  | 81.692,51       | 13.887,73  | 95.580,23  | 85.582,57       | 14.549,04  | 100.131,61 |
| 18      | 77.802,37       | 14.004,43  | 91.806,80  | 81.692,51       | 14.704,65  | 96.397,16  | 85.582,57       | 15.404,86  | 100.987,43 |
| 19      | 77.802,37       | 14.782,45  | 92.584,82  | 81.692,51       | 15.521,58  | 97.214,08  | 85.582,57       | 16.260,69  | 101.843,26 |
| 20      | 77.802,37       | 15.560,47  | 93.362,85  | 81.692,51       | 16.338,50  | 98.031,01  | 85.582,57       | 17.116,51  | 102.699,08 |
| 21      | 77.802,37       | 16.338,50  | 94.140,87  | 81.692,51       | 17.155,43  | 98.847,93  | 85.582,57       | 17.972,34  | 103.554,91 |
| 22      | 77.802,37       | 17.116,52  | 94.918,89  | 81.692,51       | 17.972,35  | 99.664,86  | 85.582,57       | 18.828,17  | 104.410,73 |
| 23      | 77.802,37       | 17.894,55  | 95.696,92  | 81.692,51       | 18.789,28  | 100.481,78 | 85.582,57       | 19.683,99  | 105.266,56 |
| 24      | 77.802,37       | 18.672,57  | 96.474,95  | 81.692,51       | 19.606,20  | 101.298,71 | 85.582,57       | 20.539,82  | 106.122,39 |
| 25      | 77.802,37       | 19.450,59  | 97.252,97  | 81.692,51       | 20.423,13  | 102.115,63 | 85.582,57       | 21.395,64  | 106.978,21 |
| 26      | 77.802,37       | 20.228,62  | 98.031,00  | 81.692,51       | 21.240,05  | 102.932,56 | 85.582,57       | 22.251,47  | 107.834,04 |
| 27      | 77.802,37       | 21.006,64  | 98.809,01  | 81.692,51       | 22.056,98  | 103.749,48 | 85.582,57       | 23.107,29  | 108.689,86 |
| 28      | 77.802,37       | 21.784,66  | 99.587,04  | 81.692,51       | 22.873,90  | 104.566,41 | 85.582,57       | 23.963,12  | 109.545,69 |
| 29      | 77.802,37       | 22.562,69  | 100.365,06 | 81.692,51       | 23.690,83  | 105.383,33 | 85.582,57       | 24.818,95  | 110.401,51 |
| 30      | 77.802,37       | 23.340,71  | 101.143,08 | 81.692,51       | 24.507,75  | 106.200,26 | 85.582,57       | 25.674,77  | 111.257,34 |
| 31      | 77.802,37       | 24.118,74  | 101.921,11 | 81.692,51       | 25.324,68  | 107.017,19 | 85.582,57       | 26.530,60  | 112.113,17 |
| 32      | 77.802,37       | 24.896,76  | 102.699,13 | 81.692,51       | 26.141,60  | 107.834,11 | 85.582,57       | 27.386,42  | 112.968,99 |
| 33      | 77.802,37       | 25.674,78  | 103.477,15 | 81.692,51       | 26.958,53  | 108.651,04 | 85.582,57       | 28.242,25  | 113.824,82 |
| 34      | 77.802,37       | 26.452,81  | 104.255,19 | 81.692,51       | 27.775,45  | 109.467,96 | 85.582,57       | 29.098,07  | 114.680,64 |
| 35      | 77.802,37       | 27.230,83  | 105.033,20 | 81.692,51       | 28.592,38  | 110.284,89 | 85.582,57       | 29.953,90  | 115.536,47 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arrigo  
Secretario de Convenciones Colectivas  
INELYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Lovera  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.



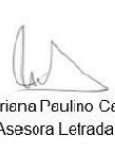
Armando Cavalieri  
Secretario General



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Meriana Paulino Castro  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 23, 24 y 25 HORAS SEMANALES POR MES

|         | BASICO<br>23 HS | ANT.<br>\$ | TOTAL      | BASICO<br>24 HS | ANT.<br>\$ | TOTAL      | BASICO<br>25 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 89.472,73       |            | 89.472,73  | 93.362,81       |            | 93.362,81  | 97.252,93       |            | 97.252,93  |
| 1       | 89.472,73       | 894,73     | 90.367,45  | 93.362,81       | 933,63     | 94.296,44  | 97.252,93       | 972,53     | 98.225,46  |
| 2       | 89.472,73       | 1.789,45   | 91.262,18  | 93.362,81       | 1.867,26   | 95.230,07  | 97.252,93       | 1.945,06   | 99.197,99  |
| 3       | 89.472,73       | 2.684,18   | 92.156,91  | 93.362,81       | 2.800,88   | 96.163,69  | 97.252,93       | 2.917,59   | 100.170,52 |
| 4       | 89.472,73       | 3.578,91   | 93.051,64  | 93.362,81       | 3.734,51   | 97.097,32  | 97.252,93       | 3.890,12   | 101.143,05 |
| 5       | 89.472,73       | 4.473,64   | 93.946,36  | 93.362,81       | 4.668,14   | 98.030,95  | 97.252,93       | 4.862,65   | 102.115,58 |
| 6       | 89.472,73       | 5.368,36   | 94.841,09  | 93.362,81       | 5.601,77   | 98.964,58  | 97.252,93       | 5.835,18   | 103.088,11 |
| 7       | 89.472,73       | 6.263,09   | 95.735,82  | 93.362,81       | 6.535,40   | 99.898,21  | 97.252,93       | 6.807,71   | 104.060,64 |
| 8       | 89.472,73       | 7.157,82   | 96.630,54  | 93.362,81       | 7.469,02   | 100.831,83 | 97.252,93       | 7.780,23   | 105.033,17 |
| 9       | 89.472,73       | 8.052,55   | 97.525,27  | 93.362,81       | 8.402,65   | 101.765,46 | 97.252,93       | 8.752,76   | 106.005,70 |
| 10      | 89.472,73       | 8.947,27   | 98.420,00  | 93.362,81       | 9.336,28   | 102.699,09 | 97.252,93       | 9.725,29   | 106.978,23 |
| 11      | 89.472,73       | 9.842,00   | 99.314,73  | 93.362,81       | 10.269,91  | 103.632,72 | 97.252,93       | 10.697,82  | 107.950,76 |
| 12      | 89.472,73       | 10.736,73  | 100.209,45 | 93.362,81       | 11.203,54  | 104.566,35 | 97.252,93       | 11.670,35  | 108.923,29 |
| 13      | 89.472,73       | 11.631,45  | 101.104,18 | 93.362,81       | 12.137,17  | 105.499,97 | 97.252,93       | 12.642,88  | 109.895,82 |
| 14      | 89.472,73       | 12.526,18  | 101.998,91 | 93.362,81       | 13.070,79  | 106.433,60 | 97.252,93       | 13.615,41  | 110.868,35 |
| 15      | 89.472,73       | 13.420,91  | 102.893,64 | 93.362,81       | 14.004,42  | 107.367,23 | 97.252,93       | 14.587,94  | 111.840,87 |
| 16      | 89.472,73       | 14.315,64  | 103.788,36 | 93.362,81       | 14.938,05  | 108.300,86 | 97.252,93       | 15.560,47  | 112.813,40 |
| 17      | 89.472,73       | 15.210,36  | 104.683,09 | 93.362,81       | 15.871,68  | 109.234,49 | 97.252,93       | 16.533,00  | 113.785,93 |
| 18      | 89.472,73       | 16.105,09  | 105.577,82 | 93.362,81       | 16.805,31  | 110.168,12 | 97.252,93       | 17.505,53  | 114.758,46 |
| 19      | 89.472,73       | 16.999,82  | 106.472,54 | 93.362,81       | 17.738,93  | 111.101,74 | 97.252,93       | 18.478,06  | 115.730,99 |
| 20      | 89.472,73       | 17.894,55  | 107.367,27 | 93.362,81       | 18.672,56  | 112.035,37 | 97.252,93       | 19.450,59  | 116.703,52 |
| 21      | 89.472,73       | 18.789,27  | 108.262,00 | 93.362,81       | 19.606,19  | 112.969,00 | 97.252,93       | 20.423,12  | 117.676,05 |
| 22      | 89.472,73       | 19.684,00  | 109.156,73 | 93.362,81       | 20.539,82  | 113.902,63 | 97.252,93       | 21.395,65  | 118.648,58 |
| 23      | 89.472,73       | 20.578,73  | 110.051,45 | 93.362,81       | 21.473,45  | 114.836,26 | 97.252,93       | 22.368,17  | 119.621,11 |
| 24      | 89.472,73       | 21.473,45  | 110.946,18 | 93.362,81       | 22.407,07  | 115.769,88 | 97.252,93       | 23.340,70  | 120.593,64 |
| 25      | 89.472,73       | 22.368,18  | 111.840,91 | 93.362,81       | 23.340,70  | 116.703,51 | 97.252,93       | 24.313,23  | 121.566,17 |
| 26      | 89.472,73       | 23.262,91  | 112.735,64 | 93.362,81       | 24.274,33  | 117.637,14 | 97.252,93       | 25.285,76  | 122.538,70 |
| 27      | 89.472,73       | 24.157,64  | 113.630,36 | 93.362,81       | 25.207,96  | 118.570,77 | 97.252,93       | 26.258,29  | 123.511,23 |
| 28      | 89.472,73       | 25.052,36  | 114.525,09 | 93.362,81       | 26.141,59  | 119.504,40 | 97.252,93       | 27.230,82  | 124.483,76 |
| 29      | 89.472,73       | 25.947,09  | 115.419,82 | 93.362,81       | 27.075,21  | 120.438,02 | 97.252,93       | 28.203,35  | 125.456,29 |
| 30      | 89.472,73       | 26.841,82  | 116.314,54 | 93.362,81       | 28.008,84  | 121.371,65 | 97.252,93       | 29.175,88  | 126.428,81 |
| 31      | 89.472,73       | 27.736,55  | 117.209,27 | 93.362,81       | 28.942,47  | 122.305,28 | 97.252,93       | 30.148,41  | 127.401,34 |
| 32      | 89.472,73       | 28.631,27  | 118.104,00 | 93.362,81       | 29.876,10  | 123.238,91 | 97.252,93       | 31.120,94  | 128.373,87 |
| 33      | 89.472,73       | 29.526,00  | 118.998,73 | 93.362,81       | 30.809,73  | 124.172,54 | 97.252,93       | 32.093,47  | 129.346,40 |
| 34      | 89.472,73       | 30.420,73  | 119.893,45 | 93.362,81       | 31.743,36  | 125.106,16 | 97.252,93       | 33.066,00  | 130.318,93 |
| 35      | 89.472,73       | 31.315,45  | 120.788,18 | 93.362,81       | 32.676,98  | 126.039,79 | 97.252,93       | 34.038,53  | 131.291,46 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 26, 27 y 28 HORAS SEMANALES POR MES

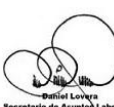
|         | BASICO<br>26 HS | ANT.<br>\$ | TOTAL      | BASICO<br>27 HS | ANT.<br>\$ | TOTAL      | BASICO<br>28 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 101.143,16      |            | 101.143,16 | 105.033,15      |            | 105.033,15 | 108.923,32      |            | 108.923,32 |
| 1       | 101.143,16      | 1.011,43   | 102.154,59 | 105.033,15      | 1.050,33   | 106.083,49 | 108.923,32      | 1.089,23   | 110.012,56 |
| 2       | 101.143,16      | 2.022,86   | 103.166,02 | 105.033,15      | 2.100,66   | 107.133,82 | 108.923,32      | 2.178,47   | 111.101,79 |
| 3       | 101.143,16      | 3.034,29   | 104.177,45 | 105.033,15      | 3.150,99   | 108.184,15 | 108.923,32      | 3.267,70   | 112.191,02 |
| 4       | 101.143,16      | 4.045,73   | 105.188,88 | 105.033,15      | 4.201,33   | 109.234,48 | 108.923,32      | 4.356,93   | 113.280,26 |
| 5       | 101.143,16      | 5.057,16   | 106.200,31 | 105.033,15      | 5.251,66   | 110.284,81 | 108.923,32      | 5.446,17   | 114.369,49 |
| 6       | 101.143,16      | 6.068,59   | 107.211,75 | 105.033,15      | 6.301,99   | 111.335,14 | 108.923,32      | 6.535,40   | 115.458,72 |
| 7       | 101.143,16      | 7.080,02   | 108.223,18 | 105.033,15      | 7.352,32   | 112.385,48 | 108.923,32      | 7.624,63   | 116.547,95 |
| 8       | 101.143,16      | 8.091,45   | 109.234,61 | 105.033,15      | 8.402,65   | 113.435,81 | 108.923,32      | 8.713,87   | 117.637,19 |
| 9       | 101.143,16      | 9.102,88   | 110.246,04 | 105.033,15      | 9.452,98   | 114.486,14 | 108.923,32      | 9.803,10   | 118.726,42 |
| 10      | 101.143,16      | 10.114,32  | 111.257,47 | 105.033,15      | 10.503,32  | 115.536,47 | 108.923,32      | 10.892,33  | 119.815,65 |
| 11      | 101.143,16      | 11.125,75  | 112.268,90 | 105.033,15      | 11.553,65  | 116.586,80 | 108.923,32      | 11.981,57  | 120.904,89 |
| 12      | 101.143,16      | 12.137,18  | 113.280,34 | 105.033,15      | 12.603,98  | 117.637,13 | 108.923,32      | 13.070,80  | 121.994,12 |
| 13      | 101.143,16      | 13.148,61  | 114.291,77 | 105.033,15      | 13.654,31  | 118.687,46 | 108.923,32      | 14.160,03  | 123.083,35 |
| 14      | 101.143,16      | 14.160,04  | 115.303,20 | 105.033,15      | 14.704,64  | 119.737,80 | 108.923,32      | 15.249,27  | 124.172,58 |
| 15      | 101.143,16      | 15.171,47  | 116.314,63 | 105.033,15      | 15.754,97  | 120.788,13 | 108.923,32      | 16.338,50  | 125.261,81 |
| 16      | 101.143,16      | 16.182,91  | 117.326,06 | 105.033,15      | 16.805,30  | 121.838,46 | 108.923,32      | 17.427,73  | 126.351,04 |
| 17      | 101.143,16      | 17.194,34  | 118.337,49 | 105.033,15      | 17.855,64  | 122.888,79 | 108.923,32      | 18.516,96  | 127.440,28 |
| 18      | 101.143,16      | 18.205,77  | 119.348,92 | 105.033,15      | 18.905,97  | 123.939,12 | 108.923,32      | 19.606,20  | 128.529,51 |
| 19      | 101.143,16      | 19.217,20  | 120.360,36 | 105.033,15      | 19.956,30  | 124.989,45 | 108.923,32      | 20.695,43  | 129.618,75 |
| 20      | 101.143,16      | 20.228,63  | 121.371,79 | 105.033,15      | 21.006,63  | 126.039,79 | 108.923,32      | 21.784,66  | 130.707,99 |
| 21      | 101.143,16      | 21.240,06  | 122.383,22 | 105.033,15      | 22.056,96  | 127.090,12 | 108.923,32      | 22.873,90  | 131.797,22 |
| 22      | 101.143,16      | 22.251,49  | 123.394,65 | 105.033,15      | 23.107,29  | 128.140,45 | 108.923,32      | 23.963,13  | 132.886,44 |
| 23      | 101.143,16      | 23.262,93  | 124.406,08 | 105.033,15      | 24.157,63  | 129.190,78 | 108.923,32      | 25.052,36  | 133.975,68 |
| 24      | 101.143,16      | 24.274,36  | 125.417,51 | 105.033,15      | 25.207,96  | 130.241,11 | 108.923,32      | 26.141,60  | 135.064,91 |
| 25      | 101.143,16      | 25.285,79  | 126.428,95 | 105.033,15      | 26.258,29  | 131.291,44 | 108.923,32      | 27.230,83  | 136.154,14 |
| 26      | 101.143,16      | 26.297,22  | 127.440,38 | 105.033,15      | 27.308,62  | 132.341,78 | 108.923,32      | 28.320,06  | 137.243,38 |
| 27      | 101.143,16      | 27.308,65  | 128.451,81 | 105.033,15      | 28.358,95  | 133.392,11 | 108.923,32      | 29.409,30  | 138.332,62 |
| 28      | 101.143,16      | 28.320,08  | 129.463,24 | 105.033,15      | 29.409,28  | 134.442,44 | 108.923,32      | 30.498,53  | 139.421,85 |
| 29      | 101.143,16      | 29.331,52  | 130.474,68 | 105.033,15      | 30.459,61  | 135.492,77 | 108.923,32      | 31.587,76  | 140.511,08 |
| 30      | 101.143,16      | 30.342,95  | 131.486,10 | 105.033,15      | 31.509,95  | 136.543,10 | 108.923,32      | 32.677,00  | 141.600,32 |
| 31      | 101.143,16      | 31.354,38  | 132.497,54 | 105.033,15      | 32.560,28  | 137.593,43 | 108.923,32      | 33.766,23  | 142.689,55 |
| 32      | 101.143,16      | 32.365,81  | 133.508,97 | 105.033,15      | 33.610,61  | 138.643,76 | 108.923,32      | 34.855,46  | 143.778,79 |
| 33      | 101.143,16      | 33.377,24  | 134.520,40 | 105.033,15      | 34.660,94  | 139.694,10 | 108.923,32      | 35.944,70  | 144.868,02 |
| 34      | 101.143,16      | 34.388,67  | 135.531,83 | 105.033,15      | 35.711,27  | 140.744,43 | 108.923,32      | 37.033,93  | 145.957,25 |
| 35      | 101.143,16      | 35.400,10  | 136.543,26 | 105.033,15      | 36.761,60  | 141.794,76 | 108.923,32      | 38.123,16  | 147.046,49 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristóbal Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Justicia, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Lora  
Secretario de Asesoría Laborales  
de FAECYS

  
Amardo Cavalieri  
Secretario General

  
José González  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Mariana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 29, 30 y 31 HORAS SEMANALES POR MES

|         | BASICO<br>29 HS | ANT.<br>\$ | TOTAL      | BASICO<br>30 HS | ANT.<br>\$ | TOTAL      | BASICO<br>31 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 112.813,42      |            | 112.813,42 | 116.703,58      |            | 116.703,58 | 120.593,63      |            | 120.593,63 |
| 1       | 112.813,42      | 1.128,13   | 113.941,55 | 116.703,58      | 1.167,04   | 117.870,62 | 120.593,63      | 1.205,94   | 121.799,57 |
| 2       | 112.813,42      | 2.256,27   | 115.069,68 | 116.703,58      | 2.334,07   | 119.037,66 | 120.593,63      | 2.411,87   | 123.005,51 |
| 3       | 112.813,42      | 3.384,40   | 116.197,82 | 116.703,58      | 3.501,11   | 120.204,69 | 120.593,63      | 3.617,81   | 124.211,44 |
| 4       | 112.813,42      | 4.512,54   | 117.325,95 | 116.703,58      | 4.668,14   | 121.371,73 | 120.593,63      | 4.823,75   | 125.417,38 |
| 5       | 112.813,42      | 5.640,67   | 118.454,09 | 116.703,58      | 5.835,18   | 122.538,76 | 120.593,63      | 6.029,68   | 126.623,32 |
| 6       | 112.813,42      | 6.768,80   | 119.582,22 | 116.703,58      | 7.002,22   | 123.705,80 | 120.593,63      | 7.235,62   | 127.829,25 |
| 7       | 112.813,42      | 7.896,94   | 120.710,35 | 116.703,58      | 8.169,25   | 124.872,83 | 120.593,63      | 8.441,55   | 129.035,19 |
| 8       | 112.813,42      | 9.025,07   | 121.838,49 | 116.703,58      | 9.336,29   | 126.039,87 | 120.593,63      | 9.647,49   | 130.241,12 |
| 9       | 112.813,42      | 10.153,21  | 122.966,62 | 116.703,58      | 10.503,32  | 127.206,91 | 120.593,63      | 10.853,43  | 131.447,06 |
| 10      | 112.813,42      | 11.281,34  | 124.094,76 | 116.703,58      | 11.670,36  | 128.373,94 | 120.593,63      | 12.059,36  | 132.653,00 |
| 11      | 112.813,42      | 12.409,48  | 125.222,89 | 116.703,58      | 12.837,39  | 129.540,98 | 120.593,63      | 13.265,30  | 133.858,93 |
| 12      | 112.813,42      | 13.537,61  | 126.351,03 | 116.703,58      | 14.004,43  | 130.708,01 | 120.593,63      | 14.471,24  | 135.064,87 |
| 13      | 112.813,42      | 14.665,74  | 127.479,16 | 116.703,58      | 15.171,47  | 131.875,05 | 120.593,63      | 15.677,17  | 136.270,81 |
| 14      | 112.813,42      | 15.793,88  | 128.607,29 | 116.703,58      | 16.338,50  | 133.042,09 | 120.593,63      | 16.883,11  | 137.476,74 |
| 15      | 112.813,42      | 16.922,01  | 129.735,43 | 116.703,58      | 17.505,54  | 134.209,12 | 120.593,63      | 18.089,05  | 138.682,68 |
| 16      | 112.813,42      | 18.050,15  | 130.863,56 | 116.703,58      | 18.672,57  | 135.376,16 | 120.593,63      | 19.294,98  | 139.888,61 |
| 17      | 112.813,42      | 19.178,28  | 131.991,70 | 116.703,58      | 19.839,61  | 136.543,19 | 120.593,63      | 20.500,92  | 141.094,55 |
| 18      | 112.813,42      | 20.306,41  | 133.119,83 | 116.703,58      | 21.006,65  | 137.710,23 | 120.593,63      | 21.706,85  | 142.300,49 |
| 19      | 112.813,42      | 21.434,55  | 134.247,96 | 116.703,58      | 22.173,68  | 138.877,26 | 120.593,63      | 22.912,79  | 143.506,42 |
| 20      | 112.813,42      | 22.562,68  | 135.376,10 | 116.703,58      | 23.340,72  | 140.044,30 | 120.593,63      | 24.118,73  | 144.712,36 |
| 21      | 112.813,42      | 23.690,82  | 136.504,23 | 116.703,58      | 24.507,75  | 141.211,34 | 120.593,63      | 25.324,66  | 145.918,30 |
| 22      | 112.813,42      | 24.818,95  | 137.632,37 | 116.703,58      | 25.674,79  | 142.378,37 | 120.593,63      | 26.530,60  | 147.124,23 |
| 23      | 112.813,42      | 25.947,09  | 138.760,50 | 116.703,58      | 26.841,82  | 143.545,41 | 120.593,63      | 27.736,54  | 148.330,17 |
| 24      | 112.813,42      | 27.075,22  | 139.888,64 | 116.703,58      | 28.008,86  | 144.712,44 | 120.593,63      | 28.942,47  | 149.536,11 |
| 25      | 112.813,42      | 28.203,35  | 141.016,77 | 116.703,58      | 29.175,90  | 145.879,48 | 120.593,63      | 30.148,41  | 150.742,04 |
| 26      | 112.813,42      | 29.331,49  | 142.144,90 | 116.703,58      | 30.342,93  | 147.046,52 | 120.593,63      | 31.354,34  | 151.947,98 |
| 27      | 112.813,42      | 30.459,62  | 143.273,04 | 116.703,58      | 31.509,97  | 148.213,55 | 120.593,63      | 32.560,28  | 153.153,91 |
| 28      | 112.813,42      | 31.587,76  | 144.401,17 | 116.703,58      | 32.677,00  | 149.380,59 | 120.593,63      | 33.766,22  | 154.359,85 |
| 29      | 112.813,42      | 32.715,89  | 145.529,31 | 116.703,58      | 33.844,04  | 150.547,62 | 120.593,63      | 34.972,15  | 155.565,79 |
| 30      | 112.813,42      | 33.844,02  | 146.657,44 | 116.703,58      | 35.011,08  | 151.714,66 | 120.593,63      | 36.178,09  | 156.771,72 |
| 31      | 112.813,42      | 34.972,16  | 147.785,57 | 116.703,58      | 36.178,11  | 152.881,69 | 120.593,63      | 37.384,03  | 157.977,66 |
| 32      | 112.813,42      | 36.100,29  | 148.913,71 | 116.703,58      | 37.345,15  | 154.048,73 | 120.593,63      | 38.589,96  | 159.183,60 |
| 33      | 112.813,42      | 37.228,43  | 150.041,84 | 116.703,58      | 38.512,18  | 155.215,77 | 120.593,63      | 39.795,90  | 160.389,53 |
| 34      | 112.813,42      | 38.356,56  | 151.169,98 | 116.703,58      | 39.679,22  | 156.382,80 | 120.593,63      | 41.001,84  | 161.595,47 |
| 35      | 112.813,42      | 39.484,70  | 152.298,11 | 116.703,58      | 40.846,25  | 157.549,84 | 120.593,63      | 42.207,77  | 162.801,41 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Rafael Lora  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.



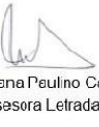
Armando Cavalieri  
Secretario General



José González  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Merina Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 32, 33 y 34 HORAS SEMANALES POR MES

|         | BASICO<br>32 HS | ANT.<br>\$ | TOTAL      | BASICO<br>33 HS | ANT.<br>\$ | TOTAL      | BASICO<br>34 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 124.483,82      |            | 124.483,82 | 128.373,97      |            | 128.373,97 | 132.264,00      |            | 132.264,00 |
| 1       | 124.483,82      | 1.244,84   | 125.728,66 | 128.373,97      | 1.283,74   | 129.657,71 | 132.264,00      | 1.322,64   | 133.586,64 |
| 2       | 124.483,82      | 2.489,68   | 126.973,50 | 128.373,97      | 2.567,48   | 130.941,45 | 132.264,00      | 2.645,28   | 134.909,28 |
| 3       | 124.483,82      | 3.734,51   | 128.218,34 | 128.373,97      | 3.851,22   | 132.225,19 | 132.264,00      | 3.967,92   | 136.231,92 |
| 4       | 124.483,82      | 4.979,35   | 129.463,18 | 128.373,97      | 5.134,96   | 133.508,93 | 132.264,00      | 5.290,56   | 137.554,56 |
| 5       | 124.483,82      | 6.224,19   | 130.708,01 | 128.373,97      | 6.418,70   | 134.792,67 | 132.264,00      | 6.613,20   | 138.877,20 |
| 6       | 124.483,82      | 7.469,03   | 131.952,85 | 128.373,97      | 7.702,44   | 136.076,41 | 132.264,00      | 7.935,84   | 140.199,84 |
| 7       | 124.483,82      | 8.713,87   | 133.197,69 | 128.373,97      | 8.986,18   | 137.360,15 | 132.264,00      | 9.258,48   | 141.522,48 |
| 8       | 124.483,82      | 9.958,71   | 134.442,53 | 128.373,97      | 10.269,92  | 138.643,89 | 132.264,00      | 10.581,12  | 142.845,12 |
| 9       | 124.483,82      | 11.203,54  | 135.687,37 | 128.373,97      | 11.553,66  | 139.927,63 | 132.264,00      | 11.903,76  | 144.167,76 |
| 10      | 124.483,82      | 12.448,38  | 136.932,21 | 128.373,97      | 12.837,40  | 141.211,37 | 132.264,00      | 13.226,40  | 145.490,40 |
| 11      | 124.483,82      | 13.693,22  | 138.177,04 | 128.373,97      | 14.121,14  | 142.495,11 | 132.264,00      | 14.549,04  | 146.813,04 |
| 12      | 124.483,82      | 14.938,06  | 139.421,88 | 128.373,97      | 15.404,88  | 143.778,85 | 132.264,00      | 15.871,68  | 148.135,68 |
| 13      | 124.483,82      | 16.182,90  | 140.666,72 | 128.373,97      | 16.688,62  | 145.062,59 | 132.264,00      | 17.194,32  | 149.458,32 |
| 14      | 124.483,82      | 17.427,74  | 141.911,56 | 128.373,97      | 17.972,36  | 146.346,33 | 132.264,00      | 18.516,96  | 150.780,96 |
| 15      | 124.483,82      | 18.672,57  | 143.156,40 | 128.373,97      | 19.256,10  | 147.630,07 | 132.264,00      | 19.839,60  | 152.103,60 |
| 16      | 124.483,82      | 19.917,41  | 144.401,23 | 128.373,97      | 20.539,84  | 148.913,81 | 132.264,00      | 21.162,24  | 153.426,24 |
| 17      | 124.483,82      | 21.162,25  | 145.646,07 | 128.373,97      | 21.823,57  | 150.197,55 | 132.264,00      | 22.484,88  | 154.748,88 |
| 18      | 124.483,82      | 22.407,09  | 146.890,91 | 128.373,97      | 23.107,31  | 151.481,29 | 132.264,00      | 23.807,52  | 156.071,52 |
| 19      | 124.483,82      | 23.651,93  | 148.135,75 | 128.373,97      | 24.391,05  | 152.765,02 | 132.264,00      | 25.130,16  | 157.394,16 |
| 20      | 124.483,82      | 24.896,76  | 149.380,59 | 128.373,97      | 25.674,79  | 154.048,76 | 132.264,00      | 26.452,80  | 158.716,80 |
| 21      | 124.483,82      | 26.141,60  | 150.625,43 | 128.373,97      | 26.958,53  | 155.332,50 | 132.264,00      | 27.775,44  | 160.039,44 |
| 22      | 124.483,82      | 27.386,44  | 151.870,26 | 128.373,97      | 28.242,27  | 156.616,24 | 132.264,00      | 29.098,08  | 161.362,08 |
| 23      | 124.483,82      | 28.631,28  | 153.115,10 | 128.373,97      | 29.526,01  | 157.899,98 | 132.264,00      | 30.420,72  | 162.684,72 |
| 24      | 124.483,82      | 29.876,12  | 154.359,94 | 128.373,97      | 30.809,75  | 159.183,72 | 132.264,00      | 31.743,36  | 164.007,36 |
| 25      | 124.483,82      | 31.120,96  | 155.604,78 | 128.373,97      | 32.093,49  | 160.467,46 | 132.264,00      | 33.066,00  | 165.330,00 |
| 26      | 124.483,82      | 32.365,79  | 156.849,62 | 128.373,97      | 33.377,23  | 161.751,20 | 132.264,00      | 34.388,64  | 166.652,64 |
| 27      | 124.483,82      | 33.610,63  | 158.094,46 | 128.373,97      | 34.660,97  | 163.034,94 | 132.264,00      | 35.711,28  | 167.975,28 |
| 28      | 124.483,82      | 34.855,47  | 159.339,29 | 128.373,97      | 35.944,71  | 164.318,68 | 132.264,00      | 37.033,92  | 169.297,92 |
| 29      | 124.483,82      | 36.100,31  | 160.584,13 | 128.373,97      | 37.228,45  | 165.602,42 | 132.264,00      | 38.356,56  | 170.620,56 |
| 30      | 124.483,82      | 37.345,15  | 161.828,97 | 128.373,97      | 38.512,19  | 166.886,16 | 132.264,00      | 39.679,20  | 171.943,20 |
| 31      | 124.483,82      | 38.589,99  | 163.073,81 | 128.373,97      | 39.795,93  | 168.169,90 | 132.264,00      | 41.001,84  | 173.265,84 |
| 32      | 124.483,82      | 39.834,82  | 164.318,65 | 128.373,97      | 41.079,67  | 169.453,64 | 132.264,00      | 42.324,48  | 174.588,48 |
| 33      | 124.483,82      | 41.079,66  | 165.563,48 | 128.373,97      | 42.363,41  | 170.737,38 | 132.264,00      | 43.647,12  | 175.911,12 |
| 34      | 124.483,82      | 42.324,50  | 166.808,32 | 128.373,97      | 43.647,15  | 172.021,12 | 132.264,00      | 44.969,76  | 177.233,76 |
| 35      | 124.483,82      | 43.569,34  | 168.053,16 | 128.373,97      | 44.930,89  | 173.304,86 | 132.264,00      | 46.292,40  | 178.556,40 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
HUELVS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Leiva  
Secretario de Asuntos Laborales  
de FAECYS



Armando Cavalieri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
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Meriana Paulino Castro  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 35 y 36 HORAS SEMANALES POR MES

|         | BASICO<br>35 HS | ANT.<br>\$ | TOTAL      | BASICO<br>36 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 136.154,15      |            | 136.154,15 | 140.044,23      |            | 140.044,23 |
| 1       | 136.154,15      | 1.361,54   | 137.515,69 | 140.044,23      | 1.400,44   | 141.444,67 |
| 2       | 136.154,15      | 2.723,08   | 138.877,23 | 140.044,23      | 2.800,88   | 142.845,12 |
| 3       | 136.154,15      | 4.084,62   | 140.238,77 | 140.044,23      | 4.201,33   | 144.245,56 |
| 4       | 136.154,15      | 5.446,17   | 141.600,31 | 140.044,23      | 5.601,77   | 145.646,00 |
| 5       | 136.154,15      | 6.807,71   | 142.961,86 | 140.044,23      | 7.002,21   | 147.046,44 |
| 6       | 136.154,15      | 8.169,25   | 144.323,40 | 140.044,23      | 8.402,65   | 148.446,88 |
| 7       | 136.154,15      | 9.530,79   | 145.684,94 | 140.044,23      | 9.803,10   | 149.847,33 |
| 8       | 136.154,15      | 10.892,33  | 147.046,48 | 140.044,23      | 11.203,54  | 151.247,77 |
| 9       | 136.154,15      | 12.253,87  | 148.408,02 | 140.044,23      | 12.603,98  | 152.648,21 |
| 10      | 136.154,15      | 13.615,41  | 149.769,56 | 140.044,23      | 14.004,42  | 154.048,65 |
| 11      | 136.154,15      | 14.976,96  | 151.131,10 | 140.044,23      | 15.404,87  | 155.449,10 |
| 12      | 136.154,15      | 16.338,50  | 152.492,65 | 140.044,23      | 16.805,31  | 156.849,54 |
| 13      | 136.154,15      | 17.700,04  | 153.854,19 | 140.044,23      | 18.205,75  | 158.249,98 |
| 14      | 136.154,15      | 19.061,58  | 155.215,73 | 140.044,23      | 19.606,19  | 159.650,42 |
| 15      | 136.154,15      | 20.423,12  | 156.577,27 | 140.044,23      | 21.006,63  | 161.050,87 |
| 16      | 136.154,15      | 21.784,66  | 157.938,81 | 140.044,23      | 22.407,08  | 162.451,31 |
| 17      | 136.154,15      | 23.146,21  | 159.300,35 | 140.044,23      | 23.807,52  | 163.851,75 |
| 18      | 136.154,15      | 24.507,75  | 160.661,89 | 140.044,23      | 25.207,96  | 165.252,19 |
| 19      | 136.154,15      | 25.869,29  | 162.023,44 | 140.044,23      | 26.608,40  | 166.652,63 |
| 20      | 136.154,15      | 27.230,83  | 163.384,98 | 140.044,23      | 28.008,85  | 168.053,08 |
| 21      | 136.154,15      | 28.592,37  | 164.746,52 | 140.044,23      | 29.409,29  | 169.453,52 |
| 22      | 136.154,15      | 29.953,91  | 166.108,06 | 140.044,23      | 30.809,73  | 170.853,96 |
| 23      | 136.154,15      | 31.315,45  | 167.469,60 | 140.044,23      | 32.210,17  | 172.254,40 |
| 24      | 136.154,15      | 32.677,00  | 168.831,14 | 140.044,23      | 33.610,62  | 173.654,85 |
| 25      | 136.154,15      | 34.038,54  | 170.192,69 | 140.044,23      | 35.011,06  | 175.055,29 |
| 26      | 136.154,15      | 35.400,08  | 171.554,23 | 140.044,23      | 36.411,50  | 176.455,73 |
| 27      | 136.154,15      | 36.761,62  | 172.915,77 | 140.044,23      | 37.811,94  | 177.856,17 |
| 28      | 136.154,15      | 38.123,16  | 174.277,31 | 140.044,23      | 39.212,38  | 179.256,61 |
| 29      | 136.154,15      | 39.484,70  | 175.638,86 | 140.044,23      | 40.612,83  | 180.657,06 |
| 30      | 136.154,15      | 40.846,24  | 177.000,39 | 140.044,23      | 42.013,27  | 182.057,50 |
| 31      | 136.154,15      | 42.207,79  | 178.361,93 | 140.044,23      | 43.413,71  | 183.457,94 |
| 32      | 136.154,15      | 43.569,33  | 179.723,48 | 140.044,23      | 44.814,15  | 184.858,38 |
| 33      | 136.154,15      | 44.930,87  | 181.085,02 | 140.044,23      | 46.214,60  | 186.258,83 |
| 34      | 136.154,15      | 46.292,41  | 182.446,56 | 140.044,23      | 47.615,04  | 187.659,27 |
| 35      | 136.154,15      | 47.653,95  | 183.808,10 | 140.044,23      | 49.015,48  | 189.059,71 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Esteban Lopera  
Secretario de Asuntos Laborales  
de FAECYS



Armando Cavallieri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Meriana Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 20, 21 y 22 HORAS SEMANALES POR MES

|         | BASICO<br>20 HS | ANT.<br>\$ | TOTAL      | BASICO<br>21 HS | ANT.<br>\$ | TOTAL      | BASICO<br>22 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 79.135,01       |            | 79.135,01  | 83.091,70       |            | 83.091,70  | 87.048,45       |            | 87.048,45  |
| 1       | 79.135,01       | 791,35     | 79.926,36  | 83.091,70       | 830,92     | 83.922,62  | 87.048,45       | 870,48     | 87.918,93  |
| 2       | 79.135,01       | 1.582,70   | 80.717,71  | 83.091,70       | 1.661,83   | 84.753,54  | 87.048,45       | 1.740,97   | 88.789,41  |
| 3       | 79.135,01       | 2.374,05   | 81.509,06  | 83.091,70       | 2.492,75   | 85.584,46  | 87.048,45       | 2.611,45   | 89.659,90  |
| 4       | 79.135,01       | 3.165,40   | 82.300,41  | 83.091,70       | 3.323,67   | 86.415,37  | 87.048,45       | 3.481,94   | 90.530,38  |
| 5       | 79.135,01       | 3.956,75   | 83.091,76  | 83.091,70       | 4.154,59   | 87.246,29  | 87.048,45       | 4.352,42   | 91.400,87  |
| 6       | 79.135,01       | 4.748,10   | 83.883,11  | 83.091,70       | 4.985,50   | 88.077,21  | 87.048,45       | 5.222,91   | 92.271,35  |
| 7       | 79.135,01       | 5.539,45   | 84.674,46  | 83.091,70       | 5.816,42   | 88.908,12  | 87.048,45       | 6.093,39   | 93.141,84  |
| 8       | 79.135,01       | 6.330,80   | 85.465,81  | 83.091,70       | 6.647,34   | 89.739,04  | 87.048,45       | 6.963,88   | 94.012,32  |
| 9       | 79.135,01       | 7.122,15   | 86.257,16  | 83.091,70       | 7.478,25   | 90.569,96  | 87.048,45       | 7.834,36   | 94.882,81  |
| 10      | 79.135,01       | 7.913,50   | 87.048,51  | 83.091,70       | 8.309,17   | 91.400,87  | 87.048,45       | 8.704,84   | 95.753,29  |
| 11      | 79.135,01       | 8.704,85   | 87.839,86  | 83.091,70       | 9.140,09   | 92.231,79  | 87.048,45       | 9.575,33   | 96.623,78  |
| 12      | 79.135,01       | 9.496,20   | 88.631,21  | 83.091,70       | 9.971,00   | 93.062,71  | 87.048,45       | 10.445,81  | 97.494,26  |
| 13      | 79.135,01       | 10.287,55  | 89.422,56  | 83.091,70       | 10.801,92  | 93.893,63  | 87.048,45       | 11.316,30  | 98.364,74  |
| 14      | 79.135,01       | 11.078,90  | 90.213,91  | 83.091,70       | 11.632,84  | 94.724,54  | 87.048,45       | 12.186,78  | 99.235,23  |
| 15      | 79.135,01       | 11.870,25  | 91.005,27  | 83.091,70       | 12.463,76  | 95.555,46  | 87.048,45       | 13.057,27  | 100.105,71 |
| 16      | 79.135,01       | 12.661,60  | 91.796,62  | 83.091,70       | 13.294,67  | 96.386,38  | 87.048,45       | 13.927,75  | 100.976,20 |
| 17      | 79.135,01       | 13.452,95  | 92.587,97  | 83.091,70       | 14.125,59  | 97.217,29  | 87.048,45       | 14.798,24  | 101.846,68 |
| 18      | 79.135,01       | 14.244,30  | 93.379,31  | 83.091,70       | 14.956,51  | 98.048,21  | 87.048,45       | 15.668,72  | 102.717,17 |
| 19      | 79.135,01       | 15.035,65  | 94.170,66  | 83.091,70       | 15.787,42  | 98.879,13  | 87.048,45       | 16.539,20  | 103.587,65 |
| 20      | 79.135,01       | 15.827,00  | 94.962,01  | 83.091,70       | 16.618,34  | 99.710,04  | 87.048,45       | 17.409,69  | 104.458,14 |
| 21      | 79.135,01       | 16.618,35  | 95.753,36  | 83.091,70       | 17.449,26  | 100.540,96 | 87.048,45       | 18.280,17  | 105.328,62 |
| 22      | 79.135,01       | 17.409,70  | 96.544,71  | 83.091,70       | 18.280,17  | 101.371,88 | 87.048,45       | 19.150,66  | 106.199,10 |
| 23      | 79.135,01       | 18.201,05  | 97.336,06  | 83.091,70       | 19.111,09  | 102.202,80 | 87.048,45       | 20.021,14  | 107.069,59 |
| 24      | 79.135,01       | 18.992,40  | 98.127,42  | 83.091,70       | 19.942,01  | 103.033,71 | 87.048,45       | 20.891,63  | 107.940,07 |
| 25      | 79.135,01       | 19.783,75  | 98.918,77  | 83.091,70       | 20.772,93  | 103.864,63 | 87.048,45       | 21.762,11  | 108.810,56 |
| 26      | 79.135,01       | 20.575,10  | 99.710,12  | 83.091,70       | 21.603,84  | 104.695,55 | 87.048,45       | 22.632,60  | 109.681,04 |
| 27      | 79.135,01       | 21.366,45  | 100.501,46 | 83.091,70       | 22.434,76  | 105.526,46 | 87.048,45       | 23.503,08  | 110.551,53 |
| 28      | 79.135,01       | 22.157,80  | 101.292,81 | 83.091,70       | 23.265,68  | 106.357,38 | 87.048,45       | 24.373,56  | 111.422,01 |
| 29      | 79.135,01       | 22.949,15  | 102.084,16 | 83.091,70       | 24.096,59  | 107.188,30 | 87.048,45       | 25.244,05  | 112.292,50 |
| 30      | 79.135,01       | 23.740,50  | 102.875,51 | 83.091,70       | 24.927,51  | 108.019,22 | 87.048,45       | 26.114,53  | 113.162,98 |
| 31      | 79.135,01       | 24.531,85  | 103.666,86 | 83.091,70       | 25.758,43  | 108.850,13 | 87.048,45       | 26.985,02  | 114.033,46 |
| 32      | 79.135,01       | 25.323,20  | 104.458,21 | 83.091,70       | 26.589,35  | 109.681,05 | 87.048,45       | 27.855,50  | 114.903,95 |
| 33      | 79.135,01       | 26.114,55  | 105.249,56 | 83.091,70       | 27.420,26  | 110.511,97 | 87.048,45       | 28.725,99  | 115.774,43 |
| 34      | 79.135,01       | 26.905,90  | 106.040,92 | 83.091,70       | 28.251,18  | 111.342,88 | 87.048,45       | 29.596,47  | 116.644,92 |
| 35      | 79.135,01       | 27.697,25  | 106.832,26 | 83.091,70       | 29.082,10  | 112.173,80 | 87.048,45       | 30.466,96  | 117.515,40 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

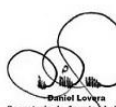
PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Fomento, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Llovera  
Secretario de Asuntos Laborales  
de FAECYS



Armando Cavalieri  
Secretario General



José Gonzalez  
Sub-Secretario General



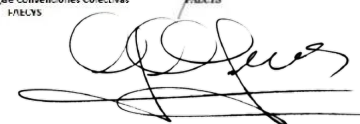
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Meriena Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado



Escriba el texto aquí

REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 23, 24 y 25 HORAS SEMANALES POR MES

|         | BASICO<br>23 HS | ANT.<br>\$ | TOTAL      | BASICO<br>24 HS | ANT.<br>\$ | TOTAL      | BASICO<br>25 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 91.005,29       |            | 91.005,29  | 94.962,04       |            | 94.962,04  | 98.918,70       |            | 98.918,70  |
| 1       | 91.005,29       | 910,05     | 91.915,35  | 94.962,04       | 949,62     | 95.911,66  | 98.918,70       | 989,19     | 99.907,89  |
| 2       | 91.005,29       | 1.820,11   | 92.825,40  | 94.962,04       | 1.899,24   | 96.861,28  | 98.918,70       | 1.978,37   | 100.897,08 |
| 3       | 91.005,29       | 2.730,16   | 93.735,45  | 94.962,04       | 2.848,86   | 97.810,90  | 98.918,70       | 2.967,56   | 101.886,26 |
| 4       | 91.005,29       | 3.640,21   | 94.645,50  | 94.962,04       | 3.798,48   | 98.760,52  | 98.918,70       | 3.956,75   | 102.875,45 |
| 5       | 91.005,29       | 4.550,26   | 95.555,56  | 94.962,04       | 4.748,10   | 99.710,14  | 98.918,70       | 4.945,94   | 103.864,64 |
| 6       | 91.005,29       | 5.460,32   | 96.465,61  | 94.962,04       | 5.697,72   | 100.659,76 | 98.918,70       | 5.935,12   | 104.853,82 |
| 7       | 91.005,29       | 6.370,37   | 97.375,66  | 94.962,04       | 6.647,34   | 101.609,38 | 98.918,70       | 6.924,31   | 105.843,01 |
| 8       | 91.005,29       | 7.280,42   | 98.285,72  | 94.962,04       | 7.596,96   | 102.559,00 | 98.918,70       | 7.913,50   | 106.832,20 |
| 9       | 91.005,29       | 8.190,48   | 99.195,77  | 94.962,04       | 8.546,58   | 103.508,62 | 98.918,70       | 8.902,68   | 107.821,39 |
| 10      | 91.005,29       | 9.100,53   | 100.105,82 | 94.962,04       | 9.496,20   | 104.458,24 | 98.918,70       | 9.891,87   | 108.810,57 |
| 11      | 91.005,29       | 10.010,58  | 101.015,88 | 94.962,04       | 10.445,82  | 105.407,86 | 98.918,70       | 10.881,06  | 109.799,76 |
| 12      | 91.005,29       | 10.920,64  | 101.925,93 | 94.962,04       | 11.395,44  | 106.357,48 | 98.918,70       | 11.870,24  | 110.788,95 |
| 13      | 91.005,29       | 11.830,69  | 102.835,98 | 94.962,04       | 12.345,06  | 107.307,10 | 98.918,70       | 12.859,43  | 111.778,13 |
| 14      | 91.005,29       | 12.740,74  | 103.746,03 | 94.962,04       | 13.294,69  | 108.256,72 | 98.918,70       | 13.848,62  | 112.767,32 |
| 15      | 91.005,29       | 13.650,79  | 104.656,09 | 94.962,04       | 14.244,31  | 109.206,34 | 98.918,70       | 14.837,81  | 113.756,51 |
| 16      | 91.005,29       | 14.560,85  | 105.566,14 | 94.962,04       | 15.193,93  | 110.155,96 | 98.918,70       | 15.826,99  | 114.745,69 |
| 17      | 91.005,29       | 15.470,90  | 106.476,19 | 94.962,04       | 16.143,55  | 111.105,58 | 98.918,70       | 16.816,18  | 115.734,88 |
| 18      | 91.005,29       | 16.380,95  | 107.386,25 | 94.962,04       | 17.093,17  | 112.055,20 | 98.918,70       | 17.805,37  | 116.724,07 |
| 19      | 91.005,29       | 17.291,01  | 108.296,30 | 94.962,04       | 18.042,79  | 113.004,82 | 98.918,70       | 18.794,55  | 117.713,26 |
| 20      | 91.005,29       | 18.201,06  | 109.206,35 | 94.962,04       | 18.992,41  | 113.954,44 | 98.918,70       | 19.783,74  | 118.702,44 |
| 21      | 91.005,29       | 19.111,11  | 110.116,40 | 94.962,04       | 19.942,03  | 114.904,06 | 98.918,70       | 20.772,93  | 119.691,63 |
| 22      | 91.005,29       | 20.021,16  | 111.026,46 | 94.962,04       | 20.891,65  | 115.853,68 | 98.918,70       | 21.762,11  | 120.680,82 |
| 23      | 91.005,29       | 20.931,22  | 111.936,51 | 94.962,04       | 21.841,27  | 116.803,30 | 98.918,70       | 22.751,30  | 121.670,00 |
| 24      | 91.005,29       | 21.841,27  | 112.846,56 | 94.962,04       | 22.790,89  | 117.752,92 | 98.918,70       | 23.740,49  | 122.659,19 |
| 25      | 91.005,29       | 22.751,32  | 113.756,62 | 94.962,04       | 23.740,51  | 118.702,55 | 98.918,70       | 24.729,68  | 123.648,38 |
| 26      | 91.005,29       | 23.661,38  | 114.666,67 | 94.962,04       | 24.690,13  | 119.652,17 | 98.918,70       | 25.718,86  | 124.637,56 |
| 27      | 91.005,29       | 24.571,43  | 115.576,72 | 94.962,04       | 25.639,75  | 120.601,79 | 98.918,70       | 26.708,05  | 125.626,75 |
| 28      | 91.005,29       | 25.481,48  | 116.486,78 | 94.962,04       | 26.589,37  | 121.551,41 | 98.918,70       | 27.697,24  | 126.615,94 |
| 29      | 91.005,29       | 26.391,53  | 117.396,83 | 94.962,04       | 27.538,99  | 122.501,03 | 98.918,70       | 28.686,42  | 127.605,13 |
| 30      | 91.005,29       | 27.301,59  | 118.306,88 | 94.962,04       | 28.488,61  | 123.450,65 | 98.918,70       | 29.675,61  | 128.594,31 |
| 31      | 91.005,29       | 28.211,64  | 119.216,93 | 94.962,04       | 29.438,23  | 124.400,27 | 98.918,70       | 30.664,80  | 129.583,50 |
| 32      | 91.005,29       | 29.121,69  | 120.126,99 | 94.962,04       | 30.387,85  | 125.349,89 | 98.918,70       | 31.653,98  | 130.572,69 |
| 33      | 91.005,29       | 30.031,75  | 121.037,04 | 94.962,04       | 31.337,47  | 126.299,51 | 98.918,70       | 32.643,17  | 131.561,87 |
| 34      | 91.005,29       | 30.941,80  | 121.947,09 | 94.962,04       | 32.287,09  | 127.249,13 | 98.918,70       | 33.632,36  | 132.551,06 |
| 35      | 91.005,29       | 31.851,85  | 122.857,15 | 94.962,04       | 33.236,71  | 128.198,75 | 98.918,70       | 34.621,55  | 133.540,25 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriga  
Secretario de Convenciones Colectivas  
FAECYS



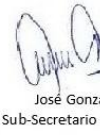
César Guerrero  
Secretario de Asesoría, Medicina  
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FAECYS



Daniel Lopez  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 26, 27 y 28 HORAS SEMANALES POR MES

|         | BASICO<br>26 HS | ANT.<br>\$ | TOTAL      | BASICO<br>27 HS | ANT.<br>\$ | TOTAL      | BASICO<br>28 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 102.875,53      |            | 102.875,53 | 106.832,20      |            | 106.832,20 | 110.788,99      |            | 110.788,99 |
| 1       | 102.875,53      | 1.028,76   | 103.904,28 | 106.832,20      | 1.068,32   | 107.900,53 | 110.788,99      | 1.107,89   | 111.896,88 |
| 2       | 102.875,53      | 2.057,51   | 104.933,04 | 106.832,20      | 2.136,64   | 108.968,85 | 110.788,99      | 2.215,78   | 113.004,77 |
| 3       | 102.875,53      | 3.086,27   | 105.961,79 | 106.832,20      | 3.204,97   | 110.037,17 | 110.788,99      | 3.323,67   | 114.112,66 |
| 4       | 102.875,53      | 4.115,02   | 106.990,55 | 106.832,20      | 4.273,29   | 111.105,49 | 110.788,99      | 4.431,56   | 115.220,55 |
| 5       | 102.875,53      | 5.143,78   | 108.019,30 | 106.832,20      | 5.341,61   | 112.173,82 | 110.788,99      | 5.539,45   | 116.328,44 |
| 6       | 102.875,53      | 6.172,53   | 109.048,06 | 106.832,20      | 6.409,93   | 113.242,14 | 110.788,99      | 6.647,34   | 117.436,33 |
| 7       | 102.875,53      | 7.201,29   | 110.076,81 | 106.832,20      | 7.478,25   | 114.310,46 | 110.788,99      | 7.755,23   | 118.544,22 |
| 8       | 102.875,53      | 8.230,04   | 111.105,57 | 106.832,20      | 8.546,58   | 115.378,78 | 110.788,99      | 8.863,12   | 119.652,11 |
| 9       | 102.875,53      | 9.258,80   | 112.134,32 | 106.832,20      | 9.614,90   | 116.447,10 | 110.788,99      | 9.971,01   | 120.760,00 |
| 10      | 102.875,53      | 10.287,55  | 113.163,08 | 106.832,20      | 10.683,22  | 117.515,43 | 110.788,99      | 11.078,90  | 121.867,89 |
| 11      | 102.875,53      | 11.316,31  | 114.191,84 | 106.832,20      | 11.751,54  | 118.583,75 | 110.788,99      | 12.186,79  | 122.975,78 |
| 12      | 102.875,53      | 12.345,06  | 115.220,59 | 106.832,20      | 12.819,86  | 119.652,07 | 110.788,99      | 13.294,68  | 124.083,67 |
| 13      | 102.875,53      | 13.373,82  | 116.249,35 | 106.832,20      | 13.888,19  | 120.720,39 | 110.788,99      | 14.402,57  | 125.191,56 |
| 14      | 102.875,53      | 14.402,57  | 117.278,10 | 106.832,20      | 14.956,51  | 121.788,71 | 110.788,99      | 15.510,46  | 126.299,45 |
| 15      | 102.875,53      | 15.431,33  | 118.306,86 | 106.832,20      | 16.024,83  | 122.857,04 | 110.788,99      | 16.618,35  | 127.407,34 |
| 16      | 102.875,53      | 16.460,08  | 119.335,61 | 106.832,20      | 17.093,15  | 123.925,36 | 110.788,99      | 17.726,24  | 128.515,23 |
| 17      | 102.875,53      | 17.488,84  | 120.364,37 | 106.832,20      | 18.161,47  | 124.993,68 | 110.788,99      | 18.834,13  | 129.623,12 |
| 18      | 102.875,53      | 18.517,59  | 121.393,12 | 106.832,20      | 19.229,80  | 126.062,00 | 110.788,99      | 19.942,02  | 130.731,01 |
| 19      | 102.875,53      | 19.546,35  | 122.421,88 | 106.832,20      | 20.298,12  | 127.130,32 | 110.788,99      | 21.049,91  | 131.838,90 |
| 20      | 102.875,53      | 20.575,11  | 123.450,63 | 106.832,20      | 21.366,44  | 128.198,65 | 110.788,99      | 22.157,80  | 132.946,79 |
| 21      | 102.875,53      | 21.603,86  | 124.479,39 | 106.832,20      | 22.434,76  | 129.266,97 | 110.788,99      | 23.265,69  | 134.054,68 |
| 22      | 102.875,53      | 22.632,62  | 125.508,14 | 106.832,20      | 23.503,09  | 130.335,29 | 110.788,99      | 24.373,58  | 135.162,57 |
| 23      | 102.875,53      | 23.661,37  | 126.536,90 | 106.832,20      | 24.571,41  | 131.403,61 | 110.788,99      | 25.481,47  | 136.270,46 |
| 24      | 102.875,53      | 24.690,13  | 127.565,65 | 106.832,20      | 25.639,73  | 132.471,93 | 110.788,99      | 26.589,36  | 137.378,35 |
| 25      | 102.875,53      | 25.718,88  | 128.594,41 | 106.832,20      | 26.708,05  | 133.540,26 | 110.788,99      | 27.697,25  | 138.486,24 |
| 26      | 102.875,53      | 26.747,64  | 129.623,16 | 106.832,20      | 27.776,37  | 134.608,58 | 110.788,99      | 28.805,14  | 139.594,13 |
| 27      | 102.875,53      | 27.776,39  | 130.651,92 | 106.832,20      | 28.844,70  | 135.676,90 | 110.788,99      | 29.913,03  | 140.702,02 |
| 28      | 102.875,53      | 28.805,15  | 131.680,68 | 106.832,20      | 29.913,02  | 136.745,22 | 110.788,99      | 31.020,92  | 141.809,91 |
| 29      | 102.875,53      | 29.833,90  | 132.709,43 | 106.832,20      | 30.981,34  | 137.813,54 | 110.788,99      | 32.128,81  | 142.917,80 |
| 30      | 102.875,53      | 30.862,66  | 133.738,19 | 106.832,20      | 32.049,66  | 138.881,87 | 110.788,99      | 33.236,70  | 144.025,69 |
| 31      | 102.875,53      | 31.891,41  | 134.766,94 | 106.832,20      | 33.117,98  | 139.950,19 | 110.788,99      | 34.344,59  | 145.133,58 |
| 32      | 102.875,53      | 32.920,17  | 135.795,70 | 106.832,20      | 34.186,31  | 141.018,51 | 110.788,99      | 35.452,48  | 146.241,47 |
| 33      | 102.875,53      | 33.948,92  | 136.824,45 | 106.832,20      | 35.254,63  | 142.086,83 | 110.788,99      | 36.560,37  | 147.349,35 |
| 34      | 102.875,53      | 34.977,68  | 137.853,21 | 106.832,20      | 36.322,95  | 143.155,15 | 110.788,99      | 37.668,26  | 148.457,24 |
| 35      | 102.875,53      | 36.006,43  | 138.881,96 | 106.832,20      | 37.391,27  | 144.223,48 | 110.788,99      | 38.776,15  | 149.565,13 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
INTECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Rafael Leiva  
Secretario de Asuntos Laborales  
de FAECYS

  
Armando Cavalieri  
Secretario General

  
José González  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Mariena Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 29, 30 y 31 HORAS SEMANALES POR MES

|         | BASICO<br>29 HS | ANT.<br>\$ | TOTAL      | BASICO<br>30 HS | ANT.<br>\$ | TOTAL      | BASICO<br>31 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 114.745,80      |            | 114.745,80 | 118.702,46      |            | 118.702,46 | 122.659,21      |            | 122.659,21 |
| 1       | 114.745,80      | 1.147,46   | 115.893,26 | 118.702,46      | 1.187,02   | 119.889,49 | 122.659,21      | 1.226,59   | 123.885,81 |
| 2       | 114.745,80      | 2.294,92   | 117.040,72 | 118.702,46      | 2.374,05   | 121.076,51 | 122.659,21      | 2.453,18   | 125.112,40 |
| 3       | 114.745,80      | 3.442,37   | 118.188,18 | 118.702,46      | 3.561,07   | 122.263,53 | 122.659,21      | 3.679,78   | 126.338,99 |
| 4       | 114.745,80      | 4.589,83   | 119.335,64 | 118.702,46      | 4.748,10   | 123.450,56 | 122.659,21      | 4.906,37   | 127.565,58 |
| 5       | 114.745,80      | 5.737,29   | 120.483,09 | 118.702,46      | 5.935,12   | 124.637,58 | 122.659,21      | 6.132,96   | 128.792,17 |
| 6       | 114.745,80      | 6.884,75   | 121.630,55 | 118.702,46      | 7.122,15   | 125.824,61 | 122.659,21      | 7.359,55   | 130.018,77 |
| 7       | 114.745,80      | 8.032,21   | 122.778,01 | 118.702,46      | 8.309,17   | 127.011,63 | 122.659,21      | 8.586,14   | 131.245,36 |
| 8       | 114.745,80      | 9.179,66   | 123.925,47 | 118.702,46      | 9.496,20   | 128.198,66 | 122.659,21      | 9.812,74   | 132.471,95 |
| 9       | 114.745,80      | 10.327,12  | 125.072,93 | 118.702,46      | 10.683,22  | 129.385,68 | 122.659,21      | 11.039,33  | 133.698,54 |
| 10      | 114.745,80      | 11.474,58  | 126.220,38 | 118.702,46      | 11.870,25  | 130.572,71 | 122.659,21      | 12.265,92  | 134.925,13 |
| 11      | 114.745,80      | 12.622,04  | 127.367,84 | 118.702,46      | 13.057,27  | 131.759,73 | 122.659,21      | 13.492,51  | 136.151,73 |
| 12      | 114.745,80      | 13.769,50  | 128.515,30 | 118.702,46      | 14.244,30  | 132.946,76 | 122.659,21      | 14.719,11  | 137.378,32 |
| 13      | 114.745,80      | 14.916,95  | 129.662,76 | 118.702,46      | 15.431,32  | 134.133,78 | 122.659,21      | 15.945,70  | 138.604,91 |
| 14      | 114.745,80      | 16.064,41  | 130.810,22 | 118.702,46      | 16.618,34  | 135.320,81 | 122.659,21      | 17.172,29  | 139.831,50 |
| 15      | 114.745,80      | 17.211,87  | 131.957,68 | 118.702,46      | 17.805,37  | 136.507,83 | 122.659,21      | 18.398,88  | 141.058,09 |
| 16      | 114.745,80      | 18.359,33  | 133.105,13 | 118.702,46      | 18.992,39  | 137.694,85 | 122.659,21      | 19.625,47  | 142.284,69 |
| 17      | 114.745,80      | 19.506,79  | 134.252,59 | 118.702,46      | 20.179,42  | 138.881,88 | 122.659,21      | 20.852,07  | 143.511,28 |
| 18      | 114.745,80      | 20.654,24  | 135.400,05 | 118.702,46      | 21.366,44  | 140.068,90 | 122.659,21      | 22.078,66  | 144.737,87 |
| 19      | 114.745,80      | 21.801,70  | 136.547,51 | 118.702,46      | 22.553,47  | 141.255,93 | 122.659,21      | 23.305,25  | 145.964,46 |
| 20      | 114.745,80      | 22.949,16  | 137.694,97 | 118.702,46      | 23.740,49  | 142.442,95 | 122.659,21      | 24.531,84  | 147.191,06 |
| 21      | 114.745,80      | 24.096,62  | 138.842,42 | 118.702,46      | 24.927,52  | 143.629,98 | 122.659,21      | 25.758,43  | 148.417,65 |
| 22      | 114.745,80      | 25.244,08  | 139.989,89 | 118.702,46      | 26.114,54  | 144.817,00 | 122.659,21      | 26.985,03  | 149.644,23 |
| 23      | 114.745,80      | 26.391,54  | 141.137,34 | 118.702,46      | 27.301,57  | 146.004,03 | 122.659,21      | 28.211,62  | 150.870,83 |
| 24      | 114.745,80      | 27.538,99  | 142.284,80 | 118.702,46      | 28.488,59  | 147.191,05 | 122.659,21      | 29.438,21  | 152.097,42 |
| 25      | 114.745,80      | 28.686,45  | 143.432,26 | 118.702,46      | 29.675,62  | 148.378,08 | 122.659,21      | 30.664,80  | 153.324,01 |
| 26      | 114.745,80      | 29.833,91  | 144.579,72 | 118.702,46      | 30.862,64  | 149.565,10 | 122.659,21      | 31.891,40  | 154.550,61 |
| 27      | 114.745,80      | 30.981,37  | 145.727,17 | 118.702,46      | 32.049,66  | 150.752,13 | 122.659,21      | 33.117,99  | 155.777,20 |
| 28      | 114.745,80      | 32.128,83  | 146.874,63 | 118.702,46      | 33.236,69  | 151.939,15 | 122.659,21      | 34.344,58  | 157.003,78 |
| 29      | 114.745,80      | 33.276,28  | 148.022,10 | 118.702,46      | 34.423,71  | 153.126,17 | 122.659,21      | 35.571,17  | 158.230,38 |
| 30      | 114.745,80      | 34.423,74  | 149.169,55 | 118.702,46      | 35.610,74  | 154.313,20 | 122.659,21      | 36.797,76  | 159.456,98 |
| 31      | 114.745,80      | 35.571,20  | 150.317,00 | 118.702,46      | 36.797,76  | 155.500,22 | 122.659,21      | 38.024,36  | 160.683,57 |
| 32      | 114.745,80      | 36.718,66  | 151.464,46 | 118.702,46      | 37.984,79  | 156.687,25 | 122.659,21      | 39.250,95  | 161.910,16 |
| 33      | 114.745,80      | 37.866,12  | 152.611,92 | 118.702,46      | 39.171,81  | 157.874,27 | 122.659,21      | 40.477,54  | 163.136,75 |
| 34      | 114.745,80      | 39.013,57  | 153.759,38 | 118.702,46      | 40.358,84  | 159.061,30 | 122.659,21      | 41.704,13  | 164.363,35 |
| 35      | 114.745,80      | 40.161,03  | 154.906,84 | 118.702,46      | 41.545,86  | 160.248,32 | 122.659,21      | 42.930,72  | 165.589,94 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

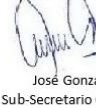
PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Empleo, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Lopera  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.

  
Armando Cavalieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
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FAECYS

  
Meriana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 32, 33 y 34 HORAS SEMANALES POR MES

|         | BASICO<br>32 HS | ANT.<br>\$ | TOTAL      | BASICO<br>33 HS | ANT.<br>\$ | TOTAL      | BASICO<br>34 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 126.616,02      |            | 126.616,02 | 130.572,72      |            | 130.572,72 | 134.529,49      |            | 134.529,49 |
| 1       | 126.616,02      | 1.266,16   | 127.882,18 | 130.572,72      | 1.305,73   | 131.878,44 | 134.529,49      | 1.345,29   | 135.874,78 |
| 2       | 126.616,02      | 2.532,32   | 129.148,34 | 130.572,72      | 2.611,45   | 133.184,17 | 134.529,49      | 2.690,59   | 137.220,08 |
| 3       | 126.616,02      | 3.798,48   | 130.414,50 | 130.572,72      | 3.917,18   | 134.489,90 | 134.529,49      | 4.035,88   | 138.565,37 |
| 4       | 126.616,02      | 5.064,64   | 131.680,66 | 130.572,72      | 5.222,91   | 135.795,63 | 134.529,49      | 5.381,18   | 139.910,67 |
| 5       | 126.616,02      | 6.330,80   | 132.946,82 | 130.572,72      | 6.528,64   | 137.101,35 | 134.529,49      | 6.726,47   | 141.255,96 |
| 6       | 126.616,02      | 7.596,96   | 134.212,98 | 130.572,72      | 7.834,36   | 138.407,08 | 134.529,49      | 8.071,77   | 142.601,26 |
| 7       | 126.616,02      | 8.863,12   | 135.479,14 | 130.572,72      | 9.140,09   | 139.712,81 | 134.529,49      | 9.417,06   | 143.946,55 |
| 8       | 126.616,02      | 10.129,28  | 136.745,30 | 130.572,72      | 10.445,82  | 141.018,53 | 134.529,49      | 10.762,36  | 145.291,85 |
| 9       | 126.616,02      | 11.395,44  | 138.011,46 | 130.572,72      | 11.751,54  | 142.324,26 | 134.529,49      | 12.107,65  | 146.637,13 |
| 10      | 126.616,02      | 12.661,60  | 139.277,62 | 130.572,72      | 13.057,27  | 143.629,99 | 134.529,49      | 13.452,95  | 147.982,44 |
| 11      | 126.616,02      | 13.927,76  | 140.543,78 | 130.572,72      | 14.363,00  | 144.935,72 | 134.529,49      | 14.798,24  | 149.327,72 |
| 12      | 126.616,02      | 15.193,92  | 141.809,94 | 130.572,72      | 15.668,73  | 146.241,44 | 134.529,49      | 16.143,54  | 150.673,03 |
| 13      | 126.616,02      | 16.460,08  | 143.076,10 | 130.572,72      | 16.974,45  | 147.547,17 | 134.529,49      | 17.488,83  | 152.018,31 |
| 14      | 126.616,02      | 17.726,24  | 144.342,26 | 130.572,72      | 18.280,18  | 148.852,90 | 134.529,49      | 18.834,13  | 153.363,62 |
| 15      | 126.616,02      | 18.992,40  | 145.608,42 | 130.572,72      | 19.585,91  | 150.158,63 | 134.529,49      | 20.179,42  | 154.708,90 |
| 16      | 126.616,02      | 20.258,56  | 146.874,58 | 130.572,72      | 20.891,63  | 151.464,35 | 134.529,49      | 21.524,72  | 156.054,21 |
| 17      | 126.616,02      | 21.524,72  | 148.140,74 | 130.572,72      | 22.197,36  | 152.770,08 | 134.529,49      | 22.870,01  | 157.399,49 |
| 18      | 126.616,02      | 22.790,88  | 149.406,90 | 130.572,72      | 23.503,09  | 154.075,81 | 134.529,49      | 24.215,31  | 158.744,80 |
| 19      | 126.616,02      | 24.057,04  | 150.673,06 | 130.572,72      | 24.808,82  | 155.381,53 | 134.529,49      | 25.560,60  | 160.090,08 |
| 20      | 126.616,02      | 25.323,20  | 151.939,22 | 130.572,72      | 26.114,54  | 156.687,26 | 134.529,49      | 26.905,90  | 161.435,39 |
| 21      | 126.616,02      | 26.589,36  | 153.205,38 | 130.572,72      | 27.420,27  | 157.992,99 | 134.529,49      | 28.251,19  | 162.780,67 |
| 22      | 126.616,02      | 27.855,52  | 154.471,54 | 130.572,72      | 28.726,00  | 159.298,72 | 134.529,49      | 29.596,49  | 164.125,98 |
| 23      | 126.616,02      | 29.121,68  | 155.737,70 | 130.572,72      | 30.031,73  | 160.604,44 | 134.529,49      | 30.941,78  | 165.471,26 |
| 24      | 126.616,02      | 30.387,84  | 157.003,86 | 130.572,72      | 31.337,45  | 161.910,17 | 134.529,49      | 32.287,08  | 166.816,57 |
| 25      | 126.616,02      | 31.654,00  | 158.270,02 | 130.572,72      | 32.643,18  | 163.215,90 | 134.529,49      | 33.632,37  | 168.161,85 |
| 26      | 126.616,02      | 32.920,16  | 159.536,18 | 130.572,72      | 33.948,91  | 164.521,62 | 134.529,49      | 34.977,67  | 169.507,16 |
| 27      | 126.616,02      | 34.186,33  | 160.802,34 | 130.572,72      | 35.254,63  | 165.827,35 | 134.529,49      | 36.322,96  | 170.852,44 |
| 28      | 126.616,02      | 35.452,49  | 162.068,50 | 130.572,72      | 36.560,36  | 167.133,08 | 134.529,49      | 37.668,26  | 172.197,75 |
| 29      | 126.616,02      | 36.718,65  | 163.334,66 | 130.572,72      | 37.866,09  | 168.438,81 | 134.529,49      | 39.013,55  | 173.543,03 |
| 30      | 126.616,02      | 37.984,81  | 164.600,82 | 130.572,72      | 39.171,82  | 169.744,53 | 134.529,49      | 40.358,85  | 174.888,34 |
| 31      | 126.616,02      | 39.250,97  | 165.866,98 | 130.572,72      | 40.477,54  | 171.050,26 | 134.529,49      | 41.704,14  | 176.233,63 |
| 32      | 126.616,02      | 40.517,13  | 167.133,14 | 130.572,72      | 41.783,27  | 172.355,99 | 134.529,49      | 43.049,44  | 177.578,93 |
| 33      | 126.616,02      | 41.783,29  | 168.399,31 | 130.572,72      | 43.089,00  | 173.661,71 | 134.529,49      | 44.394,73  | 178.924,22 |
| 34      | 126.616,02      | 43.049,45  | 169.665,47 | 130.572,72      | 44.394,72  | 174.967,44 | 134.529,49      | 45.740,03  | 180.269,52 |
| 35      | 126.616,02      | 44.315,61  | 170.931,63 | 130.572,72      | 45.700,45  | 176.273,17 | 134.529,49      | 47.085,32  | 181.614,81 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

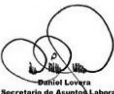
PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arlaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Asesoría, Medios y Seguridad en el Trabajo  
FAECYS



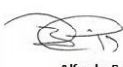
Daniel Leiva  
Secretario de Asuntos Laborales  
FAECYS



Armando Cavallieri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Mariela Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
ABRIL / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 35 y 36 HORAS SEMANALES POR MES

|         | BASICO<br>35 HS | ANT.<br>\$ | TOTAL      | BASICO<br>36 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 138.486,17      |            | 138.486,17 | 142.442,96      |            | 142.442,96 |
| 1       | 138.486,17      | 1.384,86   | 139.871,03 | 142.442,96      | 1.424,43   | 143.867,39 |
| 2       | 138.486,17      | 2.769,72   | 141.255,89 | 142.442,96      | 2.848,86   | 145.291,82 |
| 3       | 138.486,17      | 4.154,59   | 142.640,75 | 142.442,96      | 4.273,29   | 146.716,25 |
| 4       | 138.486,17      | 5.539,45   | 144.025,61 | 142.442,96      | 5.697,72   | 148.140,68 |
| 5       | 138.486,17      | 6.924,31   | 145.410,48 | 142.442,96      | 7.122,15   | 149.565,11 |
| 6       | 138.486,17      | 8.309,17   | 146.795,34 | 142.442,96      | 8.546,58   | 150.989,54 |
| 7       | 138.486,17      | 9.694,03   | 148.180,20 | 142.442,96      | 9.971,01   | 152.413,97 |
| 8       | 138.486,17      | 11.078,89  | 149.565,06 | 142.442,96      | 11.395,44  | 153.838,40 |
| 9       | 138.486,17      | 12.463,76  | 150.949,92 | 142.442,96      | 12.819,87  | 155.262,83 |
| 10      | 138.486,17      | 13.848,62  | 152.334,78 | 142.442,96      | 14.244,30  | 156.687,26 |
| 11      | 138.486,17      | 15.233,48  | 153.719,65 | 142.442,96      | 15.668,73  | 158.111,69 |
| 12      | 138.486,17      | 16.618,34  | 155.104,51 | 142.442,96      | 17.093,16  | 159.536,12 |
| 13      | 138.486,17      | 18.003,20  | 156.489,37 | 142.442,96      | 18.517,59  | 160.960,55 |
| 14      | 138.486,17      | 19.388,06  | 157.874,23 | 142.442,96      | 19.942,01  | 162.384,98 |
| 15      | 138.486,17      | 20.772,93  | 159.259,09 | 142.442,96      | 21.366,44  | 163.809,41 |
| 16      | 138.486,17      | 22.157,79  | 160.643,95 | 142.442,96      | 22.790,87  | 165.233,84 |
| 17      | 138.486,17      | 23.542,65  | 162.028,82 | 142.442,96      | 24.215,30  | 166.658,27 |
| 18      | 138.486,17      | 24.927,51  | 163.413,68 | 142.442,96      | 25.639,73  | 168.082,70 |
| 19      | 138.486,17      | 26.312,37  | 164.798,54 | 142.442,96      | 27.064,16  | 169.507,12 |
| 20      | 138.486,17      | 27.697,23  | 166.183,40 | 142.442,96      | 28.488,59  | 170.931,55 |
| 21      | 138.486,17      | 29.082,10  | 167.568,26 | 142.442,96      | 29.913,02  | 172.355,98 |
| 22      | 138.486,17      | 30.466,96  | 168.953,12 | 142.442,96      | 31.337,45  | 173.780,41 |
| 23      | 138.486,17      | 31.851,82  | 170.337,99 | 142.442,96      | 32.761,88  | 175.204,84 |
| 24      | 138.486,17      | 33.236,68  | 171.722,85 | 142.442,96      | 34.186,31  | 176.629,27 |
| 25      | 138.486,17      | 34.621,54  | 173.107,71 | 142.442,96      | 35.610,74  | 178.053,70 |
| 26      | 138.486,17      | 36.006,40  | 174.492,57 | 142.442,96      | 37.035,17  | 179.478,13 |
| 27      | 138.486,17      | 37.391,27  | 175.877,43 | 142.442,96      | 38.459,60  | 180.902,56 |
| 28      | 138.486,17      | 38.776,13  | 177.262,29 | 142.442,96      | 39.884,03  | 182.326,99 |
| 29      | 138.486,17      | 40.160,99  | 178.647,16 | 142.442,96      | 41.308,46  | 183.751,42 |
| 30      | 138.486,17      | 41.545,85  | 180.032,02 | 142.442,96      | 42.732,89  | 185.175,85 |
| 31      | 138.486,17      | 42.930,71  | 181.416,88 | 142.442,96      | 44.157,32  | 186.600,28 |
| 32      | 138.486,17      | 44.315,57  | 182.801,74 | 142.442,96      | 45.581,75  | 188.024,71 |
| 33      | 138.486,17      | 45.700,44  | 184.186,60 | 142.442,96      | 47.006,18  | 189.449,14 |
| 34      | 138.486,17      | 47.085,30  | 185.571,46 | 142.442,96      | 48.430,61  | 190.873,57 |
| 35      | 138.486,17      | 48.470,16  | 186.956,33 | 142.442,96      | 49.855,04  | 192.298,00 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

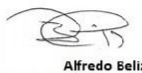
  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Levene  
Secretario de Asuntos Laborales  
de FAECYS

  
Armando Cavalieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriena Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD

DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS

MAYO / 2023

CATEGORIA 1: MANTENIMIENTO

JORNADAS DE 48 HORAS SEMANALES POR MES

|         | BASICO<br>48 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|
| INICIAL | 197.697,12      |            | 197.697,12 |
| 1       | 197.697,12      | 1.976,97   | 199.674,09 |
| 2       | 197.697,12      | 3.953,94   | 201.651,06 |
| 3       | 197.697,12      | 5.930,91   | 203.628,03 |
| 4       | 197.697,12      | 7.907,88   | 205.605,00 |
| 5       | 197.697,12      | 9.884,86   | 207.581,97 |
| 6       | 197.697,12      | 11.861,83  | 209.558,95 |
| 7       | 197.697,12      | 13.838,80  | 211.535,92 |
| 8       | 197.697,12      | 15.815,77  | 213.512,89 |
| 9       | 197.697,12      | 17.792,74  | 215.489,86 |
| 10      | 197.697,12      | 19.769,71  | 217.466,83 |
| 11      | 197.697,12      | 21.746,68  | 219.443,80 |
| 12      | 197.697,12      | 23.723,65  | 221.420,77 |
| 13      | 197.697,12      | 25.700,63  | 223.397,74 |
| 14      | 197.697,12      | 27.677,60  | 225.374,72 |
| 15      | 197.697,12      | 29.654,57  | 227.351,69 |
| 16      | 197.697,12      | 31.631,54  | 229.328,66 |
| 17      | 197.697,12      | 33.608,51  | 231.305,63 |
| 18      | 197.697,12      | 35.585,48  | 233.282,60 |
| 19      | 197.697,12      | 37.562,45  | 235.259,57 |
| 20      | 197.697,12      | 39.539,42  | 237.236,54 |
| 21      | 197.697,12      | 41.516,39  | 239.213,51 |
| 22      | 197.697,12      | 43.493,37  | 241.190,48 |
| 23      | 197.697,12      | 45.470,34  | 243.167,46 |
| 24      | 197.697,12      | 47.447,31  | 245.144,43 |
| 25      | 197.697,12      | 49.424,28  | 247.121,40 |
| 26      | 197.697,12      | 51.401,25  | 249.098,37 |
| 27      | 197.697,12      | 53.378,22  | 251.075,34 |
| 28      | 197.697,12      | 55.355,19  | 253.052,31 |
| 29      | 197.697,12      | 57.332,16  | 255.029,28 |
| 30      | 197.697,12      | 59.309,14  | 257.006,25 |
| 31      | 197.697,12      | 61.286,11  | 258.983,23 |
| 32      | 197.697,12      | 63.263,08  | 260.960,20 |
| 33      | 197.697,12      | 65.240,05  | 262.937,17 |
| 34      | 197.697,12      | 67.217,02  | 264.914,14 |
| 35      | 197.697,12      | 69.193,99  | 266.891,11 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Cölectivas  
FAECYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Lovino  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.



Amardo Cavalieri  
Secretario General



José González  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Mariana Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 2: ADMINISTRATIVO  
JORNADAS DE 48 HORAS SEMANALES POR MES

|         | BASICO<br>48 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|
| INICIAL | 198.122,07      |            | 198.122,07 |
| 1       | 198.122,07      | 1.981,22   | 200.103,29 |
| 2       | 198.122,07      | 3.962,44   | 202.084,51 |
| 3       | 198.122,07      | 5.943,66   | 204.065,73 |
| 4       | 198.122,07      | 7.924,88   | 206.046,96 |
| 5       | 198.122,07      | 9.906,10   | 208.028,18 |
| 6       | 198.122,07      | 11.887,32  | 210.009,40 |
| 7       | 198.122,07      | 13.868,55  | 211.990,62 |
| 8       | 198.122,07      | 15.849,77  | 213.971,84 |
| 9       | 198.122,07      | 17.830,99  | 215.953,06 |
| 10      | 198.122,07      | 19.812,21  | 217.934,28 |
| 11      | 198.122,07      | 21.793,43  | 219.915,50 |
| 12      | 198.122,07      | 23.774,65  | 221.896,72 |
| 13      | 198.122,07      | 25.755,87  | 223.877,94 |
| 14      | 198.122,07      | 27.737,09  | 225.859,16 |
| 15      | 198.122,07      | 29.718,31  | 227.840,38 |
| 16      | 198.122,07      | 31.699,53  | 229.821,60 |
| 17      | 198.122,07      | 33.680,75  | 231.802,82 |
| 18      | 198.122,07      | 35.661,97  | 233.784,05 |
| 19      | 198.122,07      | 37.643,19  | 235.765,27 |
| 20      | 198.122,07      | 39.624,41  | 237.746,49 |
| 21      | 198.122,07      | 41.605,64  | 239.727,71 |
| 22      | 198.122,07      | 43.586,86  | 241.708,93 |
| 23      | 198.122,07      | 45.568,08  | 243.690,15 |
| 24      | 198.122,07      | 47.549,30  | 245.671,37 |
| 25      | 198.122,07      | 49.530,52  | 247.652,59 |
| 26      | 198.122,07      | 51.511,74  | 249.633,81 |
| 27      | 198.122,07      | 53.492,96  | 251.615,03 |
| 28      | 198.122,07      | 55.474,18  | 253.596,25 |
| 29      | 198.122,07      | 57.455,40  | 255.577,47 |
| 30      | 198.122,07      | 59.436,62  | 257.558,69 |
| 31      | 198.122,07      | 61.417,84  | 259.539,92 |
| 32      | 198.122,07      | 63.399,06  | 261.521,14 |
| 33      | 198.122,07      | 65.380,28  | 263.502,36 |
| 34      | 198.122,07      | 67.361,50  | 265.483,58 |
| 35      | 198.122,07      | 69.342,73  | 267.464,80 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



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Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Levea  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.



Armando Cavallieri  
Secretario General



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Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Meriana Paulino Castro  
Asesora Letrada



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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 20, 21 y 22 HORAS SEMANALES POR MES

|         | BASICO<br>20 HS | ANT.<br>\$ | TOTAL      | BASICO<br>21 HS | ANT.<br>\$ | TOTAL      | BASICO<br>22 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 82.550,87       |            | 82.550,87  | 86.678,44       |            | 86.678,44  | 90.805,92       |            | 90.805,92  |
| 1       | 82.550,87       | 825,51     | 83.376,38  | 86.678,44       | 866,78     | 87.545,22  | 90.805,92       | 908,06     | 91.713,98  |
| 2       | 82.550,87       | 1.651,02   | 84.201,89  | 86.678,44       | 1.733,57   | 88.412,01  | 90.805,92       | 1.816,12   | 92.622,04  |
| 3       | 82.550,87       | 2.476,53   | 85.027,40  | 86.678,44       | 2.600,35   | 89.278,79  | 90.805,92       | 2.724,18   | 93.530,10  |
| 4       | 82.550,87       | 3.302,03   | 85.852,91  | 86.678,44       | 3.467,14   | 90.145,58  | 90.805,92       | 3.632,24   | 94.438,16  |
| 5       | 82.550,87       | 4.127,54   | 86.678,42  | 86.678,44       | 4.333,92   | 91.012,36  | 90.805,92       | 4.540,30   | 95.346,22  |
| 6       | 82.550,87       | 4.953,05   | 87.503,92  | 86.678,44       | 5.200,71   | 91.879,14  | 90.805,92       | 5.448,36   | 96.254,27  |
| 7       | 82.550,87       | 5.778,56   | 88.329,43  | 86.678,44       | 6.067,49   | 92.745,93  | 90.805,92       | 6.356,41   | 97.162,33  |
| 8       | 82.550,87       | 6.604,07   | 89.154,94  | 86.678,44       | 6.934,28   | 93.612,71  | 90.805,92       | 7.264,47   | 98.070,39  |
| 9       | 82.550,87       | 7.429,58   | 89.980,45  | 86.678,44       | 7.801,06   | 94.479,50  | 90.805,92       | 8.172,53   | 98.978,45  |
| 10      | 82.550,87       | 8.255,09   | 90.805,96  | 86.678,44       | 8.667,84   | 95.346,28  | 90.805,92       | 9.080,59   | 99.886,51  |
| 11      | 82.550,87       | 9.080,60   | 91.631,47  | 86.678,44       | 9.534,63   | 96.213,07  | 90.805,92       | 9.988,65   | 100.794,57 |
| 12      | 82.550,87       | 9.906,10   | 92.456,98  | 86.678,44       | 10.401,41  | 97.079,85  | 90.805,92       | 10.896,71  | 101.702,63 |
| 13      | 82.550,87       | 10.731,61  | 93.282,49  | 86.678,44       | 11.268,20  | 97.946,63  | 90.805,92       | 11.804,77  | 102.610,69 |
| 14      | 82.550,87       | 11.557,12  | 94.108,00  | 86.678,44       | 12.134,98  | 98.813,42  | 90.805,92       | 12.712,83  | 103.518,75 |
| 15      | 82.550,87       | 12.382,63  | 94.933,51  | 86.678,44       | 13.001,77  | 99.680,20  | 90.805,92       | 13.620,89  | 104.426,81 |
| 16      | 82.550,87       | 13.208,14  | 95.759,02  | 86.678,44       | 13.868,55  | 100.546,99 | 90.805,92       | 14.528,95  | 105.334,87 |
| 17      | 82.550,87       | 14.033,65  | 96.584,52  | 86.678,44       | 14.735,33  | 101.413,77 | 90.805,92       | 15.437,01  | 106.242,93 |
| 18      | 82.550,87       | 14.859,16  | 97.410,03  | 86.678,44       | 15.602,12  | 102.280,56 | 90.805,92       | 16.345,07  | 107.150,98 |
| 19      | 82.550,87       | 15.684,67  | 98.235,54  | 86.678,44       | 16.468,90  | 103.147,34 | 90.805,92       | 17.253,12  | 108.059,04 |
| 20      | 82.550,87       | 16.510,17  | 99.061,05  | 86.678,44       | 17.335,69  | 104.014,13 | 90.805,92       | 18.161,18  | 108.967,10 |
| 21      | 82.550,87       | 17.335,68  | 99.886,55  | 86.678,44       | 18.202,47  | 104.880,91 | 90.805,92       | 19.069,24  | 109.875,16 |
| 22      | 82.550,87       | 18.161,19  | 100.712,06 | 86.678,44       | 19.069,26  | 105.747,69 | 90.805,92       | 19.977,30  | 110.783,22 |
| 23      | 82.550,87       | 18.986,70  | 101.537,57 | 86.678,44       | 19.936,04  | 106.614,48 | 90.805,92       | 20.885,36  | 111.691,28 |
| 24      | 82.550,87       | 19.812,21  | 102.363,09 | 86.678,44       | 20.802,83  | 107.481,26 | 90.805,92       | 21.793,42  | 112.599,34 |
| 25      | 82.550,87       | 20.637,72  | 103.188,60 | 86.678,44       | 21.669,61  | 108.348,05 | 90.805,92       | 22.701,48  | 113.507,40 |
| 26      | 82.550,87       | 21.463,23  | 104.014,11 | 86.678,44       | 22.536,39  | 109.214,83 | 90.805,92       | 23.609,54  | 114.415,46 |
| 27      | 82.550,87       | 22.288,74  | 104.839,61 | 86.678,44       | 23.403,18  | 110.081,62 | 90.805,92       | 24.517,60  | 115.323,52 |
| 28      | 82.550,87       | 23.114,24  | 105.665,12 | 86.678,44       | 24.269,96  | 110.948,40 | 90.805,92       | 25.425,66  | 116.231,58 |
| 29      | 82.550,87       | 23.939,75  | 106.490,62 | 86.678,44       | 25.136,75  | 111.815,18 | 90.805,92       | 26.333,72  | 117.139,64 |
| 30      | 82.550,87       | 24.765,26  | 107.316,13 | 86.678,44       | 26.003,53  | 112.681,97 | 90.805,92       | 27.241,78  | 118.047,70 |
| 31      | 82.550,87       | 25.590,77  | 108.141,64 | 86.678,44       | 26.870,32  | 113.548,75 | 90.805,92       | 28.149,83  | 118.955,75 |
| 32      | 82.550,87       | 26.416,28  | 108.967,15 | 86.678,44       | 27.737,10  | 114.415,54 | 90.805,92       | 29.057,89  | 119.863,81 |
| 33      | 82.550,87       | 27.241,79  | 109.792,66 | 86.678,44       | 28.603,88  | 115.282,32 | 90.805,92       | 29.965,95  | 120.771,87 |
| 34      | 82.550,87       | 28.067,30  | 110.618,18 | 86.678,44       | 29.470,67  | 116.149,11 | 90.805,92       | 30.874,01  | 121.679,93 |
| 35      | 82.550,87       | 28.892,81  | 111.443,68 | 86.678,44       | 30.337,45  | 117.015,89 | 90.805,92       | 31.782,07  | 122.587,99 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Cdeciwas  
FAECYS



César Guerrero  
Secretario de Asesoría, Medición  
y Supervisión en el Trabajo  
FAECYS



Daniel Lopez  
Secretario de Asuntos Laborales  
de FAECYS



Armando Cavaleri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Meriena Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 23, 24 y 25 HORAS SEMANALES POR MES

|         | BASICO<br>23 HS | ANT.<br>\$ | TOTAL      | BASICO<br>24 HS | ANT.<br>\$ | TOTAL      | BASICO<br>25 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 94.933,51       |            | 94.933,51  | 99.061,01       |            | 99.061,01  | 103.188,56      |            | 103.188,56 |
| 1       | 94.933,51       | 949,34     | 95.882,84  | 99.061,01       | 990,61     | 100.051,62 | 103.188,56      | 1.031,89   | 104.220,45 |
| 2       | 94.933,51       | 1.898,67   | 96.832,18  | 99.061,01       | 1.981,22   | 101.042,23 | 103.188,56      | 2.063,77   | 105.252,34 |
| 3       | 94.933,51       | 2.848,01   | 97.781,51  | 99.061,01       | 2.971,83   | 102.032,84 | 103.188,56      | 3.095,66   | 106.284,22 |
| 4       | 94.933,51       | 3.797,34   | 98.730,85  | 99.061,01       | 3.962,44   | 103.023,45 | 103.188,56      | 4.127,54   | 107.316,11 |
| 5       | 94.933,51       | 4.746,68   | 99.680,18  | 99.061,01       | 4.953,05   | 104.014,06 | 103.188,56      | 5.159,43   | 108.347,99 |
| 6       | 94.933,51       | 5.696,01   | 100.629,52 | 99.061,01       | 5.943,66   | 105.004,67 | 103.188,56      | 6.191,31   | 109.379,88 |
| 7       | 94.933,51       | 6.645,35   | 101.578,85 | 99.061,01       | 6.934,27   | 105.995,28 | 103.188,56      | 7.223,20   | 110.411,76 |
| 8       | 94.933,51       | 7.594,68   | 102.528,19 | 99.061,01       | 7.924,88   | 106.985,89 | 103.188,56      | 8.255,09   | 111.443,65 |
| 9       | 94.933,51       | 8.544,02   | 103.477,52 | 99.061,01       | 8.915,49   | 107.976,50 | 103.188,56      | 9.286,97   | 112.475,54 |
| 10      | 94.933,51       | 9.493,35   | 104.426,86 | 99.061,01       | 9.906,10   | 108.967,11 | 103.188,56      | 10.318,86  | 113.507,42 |
| 11      | 94.933,51       | 10.442,69  | 105.376,19 | 99.061,01       | 10.896,71  | 109.957,72 | 103.188,56      | 11.350,74  | 114.539,31 |
| 12      | 94.933,51       | 11.392,02  | 106.325,53 | 99.061,01       | 11.887,32  | 110.948,33 | 103.188,56      | 12.382,63  | 115.571,19 |
| 13      | 94.933,51       | 12.341,36  | 107.274,86 | 99.061,01       | 12.877,93  | 111.938,94 | 103.188,56      | 13.414,51  | 116.603,08 |
| 14      | 94.933,51       | 13.290,69  | 108.224,20 | 99.061,01       | 13.868,54  | 112.929,55 | 103.188,56      | 14.446,40  | 117.634,96 |
| 15      | 94.933,51       | 14.240,03  | 109.173,53 | 99.061,01       | 14.859,15  | 113.920,16 | 103.188,56      | 15.478,28  | 118.666,85 |
| 16      | 94.933,51       | 15.189,36  | 110.122,87 | 99.061,01       | 15.849,76  | 114.910,77 | 103.188,56      | 16.510,17  | 119.698,73 |
| 17      | 94.933,51       | 16.138,70  | 111.072,20 | 99.061,01       | 16.840,37  | 115.901,38 | 103.188,56      | 17.542,06  | 120.730,62 |
| 18      | 94.933,51       | 17.088,03  | 112.021,54 | 99.061,01       | 17.830,98  | 116.891,99 | 103.188,56      | 18.573,94  | 121.762,51 |
| 19      | 94.933,51       | 18.037,37  | 112.970,87 | 99.061,01       | 18.821,59  | 117.882,60 | 103.188,56      | 19.605,83  | 122.794,39 |
| 20      | 94.933,51       | 18.986,70  | 113.920,21 | 99.061,01       | 19.812,20  | 118.873,21 | 103.188,56      | 20.637,71  | 123.826,28 |
| 21      | 94.933,51       | 19.936,04  | 114.869,54 | 99.061,01       | 20.802,81  | 119.863,82 | 103.188,56      | 21.669,60  | 124.858,16 |
| 22      | 94.933,51       | 20.885,37  | 115.818,88 | 99.061,01       | 21.793,42  | 120.854,43 | 103.188,56      | 22.701,48  | 125.890,05 |
| 23      | 94.933,51       | 21.834,71  | 116.768,21 | 99.061,01       | 22.784,03  | 121.845,04 | 103.188,56      | 23.733,37  | 126.921,93 |
| 24      | 94.933,51       | 22.784,04  | 117.717,55 | 99.061,01       | 23.774,64  | 122.835,65 | 103.188,56      | 24.765,26  | 127.953,82 |
| 25      | 94.933,51       | 23.733,38  | 118.666,88 | 99.061,01       | 24.765,25  | 123.826,26 | 103.188,56      | 25.797,14  | 128.985,71 |
| 26      | 94.933,51       | 24.682,71  | 119.616,22 | 99.061,01       | 25.755,86  | 124.816,87 | 103.188,56      | 26.829,03  | 130.017,59 |
| 27      | 94.933,51       | 25.632,05  | 120.565,55 | 99.061,01       | 26.746,47  | 125.807,48 | 103.188,56      | 27.860,91  | 131.049,48 |
| 28      | 94.933,51       | 26.581,38  | 121.514,89 | 99.061,01       | 27.737,08  | 126.798,09 | 103.188,56      | 28.892,80  | 132.081,36 |
| 29      | 94.933,51       | 27.530,72  | 122.464,22 | 99.061,01       | 28.727,69  | 127.788,70 | 103.188,56      | 29.924,68  | 133.113,25 |
| 30      | 94.933,51       | 28.480,05  | 123.413,56 | 99.061,01       | 29.718,30  | 128.779,31 | 103.188,56      | 30.956,57  | 134.145,13 |
| 31      | 94.933,51       | 29.429,39  | 124.362,89 | 99.061,01       | 30.708,91  | 129.769,92 | 103.188,56      | 31.988,45  | 135.177,02 |
| 32      | 94.933,51       | 30.378,72  | 125.312,23 | 99.061,01       | 31.699,52  | 130.760,53 | 103.188,56      | 33.020,34  | 136.208,91 |
| 33      | 94.933,51       | 31.328,06  | 126.261,56 | 99.061,01       | 32.690,13  | 131.751,14 | 103.188,56      | 34.052,23  | 137.240,79 |
| 34      | 94.933,51       | 32.277,39  | 127.210,90 | 99.061,01       | 33.680,74  | 132.741,75 | 103.188,56      | 35.084,11  | 138.272,68 |
| 35      | 94.933,51       | 33.226,73  | 128.160,23 | 99.061,01       | 34.671,35  | 133.732,36 | 103.188,56      | 36.116,00  | 139.304,56 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



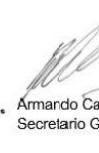
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



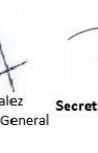
Daniel Leiva  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.



Armando Cavalleri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
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Meriela Paulino Castro  
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Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 26, 27 y 28 HORAS SEMANALES POR MES

|         | BASICO<br>26 HS | ANT.<br>\$ | TOTAL      | BASICO<br>27 HS | ANT.<br>\$ | TOTAL      | BASICO<br>28 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 107.316,21      |            | 107.316,21 | 111.443,63      |            | 111.443,63 | 115.571,22      |            | 115.571,22 |
| 1       | 107.316,21      | 1.073,16   | 108.389,37 | 111.443,63      | 1.114,44   | 112.558,07 | 115.571,22      | 1.155,71   | 116.726,93 |
| 2       | 107.316,21      | 2.146,32   | 109.462,53 | 111.443,63      | 2.228,87   | 113.672,51 | 115.571,22      | 2.311,42   | 117.882,65 |
| 3       | 107.316,21      | 3.219,49   | 110.535,69 | 111.443,63      | 3.343,31   | 114.786,94 | 115.571,22      | 3.467,14   | 119.038,36 |
| 4       | 107.316,21      | 4.292,65   | 111.608,85 | 111.443,63      | 4.457,75   | 115.901,38 | 115.571,22      | 4.622,85   | 120.194,07 |
| 5       | 107.316,21      | 5.365,81   | 112.682,02 | 111.443,63      | 5.572,18   | 117.015,82 | 115.571,22      | 5.778,56   | 121.349,78 |
| 6       | 107.316,21      | 6.438,97   | 113.755,18 | 111.443,63      | 6.686,62   | 118.130,25 | 115.571,22      | 6.934,27   | 122.505,50 |
| 7       | 107.316,21      | 7.512,13   | 114.828,34 | 111.443,63      | 7.801,05   | 119.244,69 | 115.571,22      | 8.089,99   | 123.661,21 |
| 8       | 107.316,21      | 8.585,30   | 115.901,50 | 111.443,63      | 8.915,49   | 120.359,13 | 115.571,22      | 9.245,70   | 124.816,92 |
| 9       | 107.316,21      | 9.658,46   | 116.974,67 | 111.443,63      | 10.029,93  | 121.473,56 | 115.571,22      | 10.401,41  | 125.972,63 |
| 10      | 107.316,21      | 10.731,62  | 118.047,83 | 111.443,63      | 11.144,36  | 122.588,00 | 115.571,22      | 11.557,12  | 127.128,34 |
| 11      | 107.316,21      | 11.804,78  | 119.120,99 | 111.443,63      | 12.258,80  | 123.702,43 | 115.571,22      | 12.712,83  | 128.284,06 |
| 12      | 107.316,21      | 12.877,94  | 120.194,15 | 111.443,63      | 13.373,24  | 124.816,87 | 115.571,22      | 13.868,55  | 129.439,77 |
| 13      | 107.316,21      | 13.951,11  | 121.267,31 | 111.443,63      | 14.487,67  | 125.931,31 | 115.571,22      | 15.024,26  | 130.595,48 |
| 14      | 107.316,21      | 15.024,27  | 122.340,48 | 111.443,63      | 15.602,11  | 127.045,74 | 115.571,22      | 16.179,97  | 131.751,18 |
| 15      | 107.316,21      | 16.097,43  | 123.413,64 | 111.443,63      | 16.716,55  | 128.160,18 | 115.571,22      | 17.335,68  | 132.906,90 |
| 16      | 107.316,21      | 17.170,59  | 124.486,80 | 111.443,63      | 17.830,98  | 129.274,62 | 115.571,22      | 18.491,40  | 134.062,61 |
| 17      | 107.316,21      | 18.243,76  | 125.559,96 | 111.443,63      | 18.945,42  | 130.389,05 | 115.571,22      | 19.647,11  | 135.218,32 |
| 18      | 107.316,21      | 19.316,92  | 126.633,12 | 111.443,63      | 20.059,85  | 131.503,49 | 115.571,22      | 20.802,82  | 136.374,03 |
| 19      | 107.316,21      | 20.390,08  | 127.706,29 | 111.443,63      | 21.174,29  | 132.617,93 | 115.571,22      | 21.958,53  | 137.529,75 |
| 20      | 107.316,21      | 21.463,24  | 128.779,45 | 111.443,63      | 22.288,73  | 133.732,36 | 115.571,22      | 23.114,24  | 138.685,47 |
| 21      | 107.316,21      | 22.536,40  | 129.852,61 | 111.443,63      | 23.403,16  | 134.846,80 | 115.571,22      | 24.269,96  | 139.841,18 |
| 22      | 107.316,21      | 23.609,57  | 130.925,77 | 111.443,63      | 24.517,60  | 135.961,23 | 115.571,22      | 25.425,67  | 140.996,88 |
| 23      | 107.316,21      | 24.682,73  | 131.998,93 | 111.443,63      | 25.632,04  | 137.075,67 | 115.571,22      | 26.581,38  | 142.152,59 |
| 24      | 107.316,21      | 25.755,89  | 133.072,10 | 111.443,63      | 26.746,47  | 138.190,11 | 115.571,22      | 27.737,09  | 143.308,31 |
| 25      | 107.316,21      | 26.829,05  | 134.145,26 | 111.443,63      | 27.860,91  | 139.304,54 | 115.571,22      | 28.892,81  | 144.464,02 |
| 26      | 107.316,21      | 27.902,21  | 135.218,42 | 111.443,63      | 28.975,35  | 140.418,98 | 115.571,22      | 30.048,52  | 145.619,73 |
| 27      | 107.316,21      | 28.975,38  | 136.291,58 | 111.443,63      | 30.089,78  | 141.533,42 | 115.571,22      | 31.204,23  | 146.775,45 |
| 28      | 107.316,21      | 30.048,54  | 137.364,74 | 111.443,63      | 31.204,22  | 142.647,85 | 115.571,22      | 32.359,94  | 147.931,16 |
| 29      | 107.316,21      | 31.121,70  | 138.437,92 | 111.443,63      | 32.318,65  | 143.762,29 | 115.571,22      | 33.515,65  | 149.086,87 |
| 30      | 107.316,21      | 32.194,86  | 139.511,07 | 111.443,63      | 33.433,09  | 144.876,73 | 115.571,22      | 34.671,37  | 150.242,59 |
| 31      | 107.316,21      | 33.268,02  | 140.584,23 | 111.443,63      | 34.547,53  | 145.991,16 | 115.571,22      | 35.827,08  | 151.398,30 |
| 32      | 107.316,21      | 34.341,19  | 141.657,39 | 111.443,63      | 35.661,96  | 147.105,60 | 115.571,22      | 36.982,79  | 152.554,01 |
| 33      | 107.316,21      | 35.414,35  | 142.730,55 | 111.443,63      | 36.776,40  | 148.220,03 | 115.571,22      | 38.138,50  | 153.709,73 |
| 34      | 107.316,21      | 36.487,51  | 143.803,72 | 111.443,63      | 37.890,84  | 149.334,47 | 115.571,22      | 39.294,22  | 154.865,44 |
| 35      | 107.316,21      | 37.560,67  | 144.876,88 | 111.443,63      | 39.005,27  | 150.448,91 | 115.571,22      | 40.449,93  | 156.021,15 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretaría de Empleo, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Leiva  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.



Armando Cavallieri  
Secretario General



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Sub-Secretario General



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Meriela Paulino Castro  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 29, 30 y 31 HORAS SEMANALES POR MES

|         | BASICO<br>29 HS | ANT.<br>\$ | TOTAL      | BASICO<br>30 HS | ANT.<br>\$ | TOTAL      | BASICO<br>31 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 119.698,75      |            | 119.698,75 | 123.826,34      |            | 123.826,34 | 127.953,80      |            | 127.953,80 |
| 1       | 119.698,75      | 1.196,99   | 120.895,73 | 123.826,34      | 1.238,26   | 125.064,61 | 127.953,80      | 1.279,54   | 129.233,34 |
| 2       | 119.698,75      | 2.393,97   | 122.092,72 | 123.826,34      | 2.476,53   | 126.302,87 | 127.953,80      | 2.559,08   | 130.512,88 |
| 3       | 119.698,75      | 3.590,96   | 123.289,71 | 123.826,34      | 3.714,79   | 127.541,13 | 127.953,80      | 3.838,61   | 131.792,42 |
| 4       | 119.698,75      | 4.787,95   | 124.486,70 | 123.826,34      | 4.953,05   | 128.779,40 | 127.953,80      | 5.118,15   | 133.071,96 |
| 5       | 119.698,75      | 5.984,94   | 125.683,68 | 123.826,34      | 6.191,32   | 130.017,66 | 127.953,80      | 6.397,69   | 134.351,49 |
| 6       | 119.698,75      | 7.181,92   | 126.880,67 | 123.826,34      | 7.429,58   | 131.255,92 | 127.953,80      | 7.677,23   | 135.631,03 |
| 7       | 119.698,75      | 8.378,91   | 128.077,66 | 123.826,34      | 8.667,84   | 132.494,19 | 127.953,80      | 8.956,77   | 136.910,57 |
| 8       | 119.698,75      | 9.575,90   | 129.274,65 | 123.826,34      | 9.906,11   | 133.732,45 | 127.953,80      | 10.236,30  | 138.190,11 |
| 9       | 119.698,75      | 10.772,89  | 130.471,63 | 123.826,34      | 11.144,37  | 134.970,71 | 127.953,80      | 11.515,84  | 139.469,65 |
| 10      | 119.698,75      | 11.969,87  | 131.668,62 | 123.826,34      | 12.382,63  | 136.208,98 | 127.953,80      | 12.795,38  | 140.749,18 |
| 11      | 119.698,75      | 13.166,86  | 132.865,61 | 123.826,34      | 13.620,90  | 137.447,24 | 127.953,80      | 14.074,92  | 142.028,72 |
| 12      | 119.698,75      | 14.363,85  | 134.062,60 | 123.826,34      | 14.859,16  | 138.685,51 | 127.953,80      | 15.354,46  | 143.308,26 |
| 13      | 119.698,75      | 15.560,84  | 135.259,58 | 123.826,34      | 16.097,42  | 139.923,77 | 127.953,80      | 16.633,99  | 144.587,80 |
| 14      | 119.698,75      | 16.757,82  | 136.456,57 | 123.826,34      | 17.335,69  | 141.162,03 | 127.953,80      | 17.913,53  | 145.867,34 |
| 15      | 119.698,75      | 17.954,81  | 137.653,56 | 123.826,34      | 18.573,95  | 142.400,30 | 127.953,80      | 19.193,07  | 147.146,87 |
| 16      | 119.698,75      | 19.151,80  | 138.850,55 | 123.826,34      | 19.812,22  | 143.638,56 | 127.953,80      | 20.472,61  | 148.426,41 |
| 17      | 119.698,75      | 20.348,79  | 140.047,53 | 123.826,34      | 21.050,48  | 144.876,82 | 127.953,80      | 21.752,15  | 149.705,95 |
| 18      | 119.698,75      | 21.545,77  | 141.244,52 | 123.826,34      | 22.288,74  | 146.115,09 | 127.953,80      | 23.031,68  | 150.985,49 |
| 19      | 119.698,75      | 22.742,76  | 142.441,51 | 123.826,34      | 23.527,01  | 147.353,35 | 127.953,80      | 24.311,22  | 152.265,03 |
| 20      | 119.698,75      | 23.939,75  | 143.638,50 | 123.826,34      | 24.765,27  | 148.591,61 | 127.953,80      | 25.590,76  | 153.544,56 |
| 21      | 119.698,75      | 25.136,74  | 144.835,48 | 123.826,34      | 26.003,53  | 149.829,88 | 127.953,80      | 26.870,30  | 154.824,10 |
| 22      | 119.698,75      | 26.333,72  | 146.032,47 | 123.826,34      | 27.241,80  | 151.068,14 | 127.953,80      | 28.149,84  | 156.103,64 |
| 23      | 119.698,75      | 27.530,71  | 147.229,46 | 123.826,34      | 28.480,06  | 152.306,40 | 127.953,80      | 29.429,37  | 157.383,18 |
| 24      | 119.698,75      | 28.727,70  | 148.426,44 | 123.826,34      | 29.718,32  | 153.544,67 | 127.953,80      | 30.708,91  | 158.662,72 |
| 25      | 119.698,75      | 29.924,69  | 149.623,43 | 123.826,34      | 30.956,59  | 154.782,93 | 127.953,80      | 31.988,45  | 159.942,25 |
| 26      | 119.698,75      | 31.121,67  | 150.820,42 | 123.826,34      | 32.194,85  | 156.021,19 | 127.953,80      | 33.267,99  | 161.221,79 |
| 27      | 119.698,75      | 32.318,66  | 152.017,41 | 123.826,34      | 33.433,11  | 157.259,46 | 127.953,80      | 34.547,53  | 162.501,33 |
| 28      | 119.698,75      | 33.515,65  | 153.214,39 | 123.826,34      | 34.671,38  | 158.497,72 | 127.953,80      | 35.827,07  | 163.780,87 |
| 29      | 119.698,75      | 34.712,64  | 154.411,38 | 123.826,34      | 35.909,64  | 159.735,98 | 127.953,80      | 37.106,60  | 165.060,41 |
| 30      | 119.698,75      | 35.909,62  | 155.608,37 | 123.826,34      | 37.147,90  | 160.974,25 | 127.953,80      | 38.386,14  | 166.339,94 |
| 31      | 119.698,75      | 37.106,61  | 156.805,36 | 123.826,34      | 38.386,17  | 162.212,51 | 127.953,80      | 39.665,68  | 167.619,48 |
| 32      | 119.698,75      | 38.303,60  | 158.002,34 | 123.826,34      | 39.624,43  | 163.450,77 | 127.953,80      | 40.945,22  | 168.899,02 |
| 33      | 119.698,75      | 39.500,59  | 159.199,33 | 123.826,34      | 40.862,69  | 164.689,04 | 127.953,80      | 42.224,76  | 170.178,56 |
| 34      | 119.698,75      | 40.697,57  | 160.396,32 | 123.826,34      | 42.100,96  | 165.927,30 | 127.953,80      | 43.504,29  | 171.458,10 |
| 35      | 119.698,75      | 41.894,56  | 161.593,31 | 123.826,34      | 43.339,22  | 167.165,56 | 127.953,80      | 44.783,83  | 172.737,63 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



Daniel Llovera  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.



Armando Cavallieri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Mariana Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 32, 33 y 34 HORAS SEMANALES POR MES

|         | BASICO<br>32 HS | ANT.<br>\$ | TOTAL      | BASICO<br>33 HS | ANT.<br>\$ | TOTAL      | BASICO<br>34 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 132.081,42      |            | 132.081,42 | 136.209,00      |            | 136.209,00 | 140.336,45      |            | 140.336,45 |
| 1       | 132.081,42      | 1.320,81   | 133.402,24 | 136.209,00      | 1.362,09   | 137.571,09 | 140.336,45      | 1.403,36   | 141.739,82 |
| 2       | 132.081,42      | 2.641,63   | 134.723,05 | 136.209,00      | 2.724,18   | 138.933,18 | 140.336,45      | 2.806,73   | 143.143,18 |
| 3       | 132.081,42      | 3.962,44   | 136.043,87 | 136.209,00      | 4.086,27   | 140.295,27 | 140.336,45      | 4.210,09   | 144.546,54 |
| 4       | 132.081,42      | 5.283,26   | 137.364,68 | 136.209,00      | 5.448,36   | 141.657,36 | 140.336,45      | 5.613,46   | 145.949,91 |
| 5       | 132.081,42      | 6.604,07   | 138.685,49 | 136.209,00      | 6.810,45   | 143.019,45 | 140.336,45      | 7.016,82   | 147.353,27 |
| 6       | 132.081,42      | 7.924,89   | 140.006,31 | 136.209,00      | 8.172,54   | 144.381,54 | 140.336,45      | 8.420,19   | 148.756,64 |
| 7       | 132.081,42      | 9.245,70   | 141.327,12 | 136.209,00      | 9.534,63   | 145.743,63 | 140.336,45      | 9.823,55   | 150.160,00 |
| 8       | 132.081,42      | 10.566,51  | 142.647,94 | 136.209,00      | 10.896,72  | 147.105,72 | 140.336,45      | 11.226,92  | 151.563,37 |
| 9       | 132.081,42      | 11.887,33  | 143.968,75 | 136.209,00      | 12.258,81  | 148.467,81 | 140.336,45      | 12.630,28  | 152.966,73 |
| 10      | 132.081,42      | 13.208,14  | 145.289,57 | 136.209,00      | 13.620,90  | 149.829,90 | 140.336,45      | 14.033,65  | 154.370,10 |
| 11      | 132.081,42      | 14.528,96  | 146.610,38 | 136.209,00      | 14.982,99  | 151.191,99 | 140.336,45      | 15.437,01  | 155.773,46 |
| 12      | 132.081,42      | 15.849,77  | 147.931,19 | 136.209,00      | 16.345,08  | 152.554,08 | 140.336,45      | 16.840,37  | 157.176,82 |
| 13      | 132.081,42      | 17.170,58  | 149.252,01 | 136.209,00      | 17.707,17  | 153.916,17 | 140.336,45      | 18.243,74  | 158.580,19 |
| 14      | 132.081,42      | 18.491,40  | 150.572,82 | 136.209,00      | 19.069,26  | 155.278,26 | 140.336,45      | 19.647,10  | 159.983,55 |
| 15      | 132.081,42      | 19.812,21  | 151.893,64 | 136.209,00      | 20.431,35  | 156.640,35 | 140.336,45      | 21.050,47  | 161.386,92 |
| 16      | 132.081,42      | 21.133,03  | 153.214,45 | 136.209,00      | 21.793,44  | 158.002,44 | 140.336,45      | 22.453,83  | 162.790,28 |
| 17      | 132.081,42      | 22.453,84  | 154.535,26 | 136.209,00      | 23.155,53  | 159.364,53 | 140.336,45      | 23.857,20  | 164.193,65 |
| 18      | 132.081,42      | 23.774,66  | 155.856,08 | 136.209,00      | 24.517,62  | 160.726,62 | 140.336,45      | 25.260,56  | 165.597,01 |
| 19      | 132.081,42      | 25.095,47  | 157.176,89 | 136.209,00      | 25.879,71  | 162.088,71 | 140.336,45      | 26.663,93  | 167.000,38 |
| 20      | 132.081,42      | 26.416,28  | 158.497,71 | 136.209,00      | 27.241,80  | 163.450,80 | 140.336,45      | 28.067,29  | 168.403,74 |
| 21      | 132.081,42      | 27.737,10  | 159.818,52 | 136.209,00      | 28.603,89  | 164.812,89 | 140.336,45      | 29.470,65  | 169.807,11 |
| 22      | 132.081,42      | 29.057,91  | 161.139,34 | 136.209,00      | 29.965,98  | 166.174,98 | 140.336,45      | 30.874,02  | 171.210,47 |
| 23      | 132.081,42      | 30.378,73  | 162.460,15 | 136.209,00      | 31.328,07  | 167.537,07 | 140.336,45      | 32.277,38  | 172.613,83 |
| 24      | 132.081,42      | 31.699,54  | 163.780,96 | 136.209,00      | 32.690,16  | 168.899,16 | 140.336,45      | 33.680,75  | 174.017,20 |
| 25      | 132.081,42      | 33.020,36  | 165.101,78 | 136.209,00      | 34.052,25  | 170.261,25 | 140.336,45      | 35.084,11  | 175.420,56 |
| 26      | 132.081,42      | 34.341,17  | 166.422,59 | 136.209,00      | 35.414,34  | 171.623,34 | 140.336,45      | 36.487,48  | 176.823,93 |
| 27      | 132.081,42      | 35.661,98  | 167.743,41 | 136.209,00      | 36.776,43  | 172.985,43 | 140.336,45      | 37.890,84  | 178.227,29 |
| 28      | 132.081,42      | 36.982,80  | 169.064,22 | 136.209,00      | 38.138,52  | 174.347,52 | 140.336,45      | 39.294,21  | 179.630,66 |
| 29      | 132.081,42      | 38.303,61  | 170.385,04 | 136.209,00      | 39.500,61  | 175.709,61 | 140.336,45      | 40.697,57  | 181.034,02 |
| 30      | 132.081,42      | 39.624,43  | 171.705,85 | 136.209,00      | 40.862,70  | 177.071,70 | 140.336,45      | 42.100,94  | 182.437,39 |
| 31      | 132.081,42      | 40.945,24  | 173.026,66 | 136.209,00      | 42.224,79  | 178.433,79 | 140.336,45      | 43.504,30  | 183.840,75 |
| 32      | 132.081,42      | 42.266,06  | 174.347,48 | 136.209,00      | 43.586,88  | 179.795,88 | 140.336,45      | 44.907,66  | 185.244,11 |
| 33      | 132.081,42      | 43.586,87  | 175.668,29 | 136.209,00      | 44.948,97  | 181.157,97 | 140.336,45      | 46.311,03  | 186.647,48 |
| 34      | 132.081,42      | 44.907,68  | 176.989,11 | 136.209,00      | 46.311,06  | 182.520,06 | 140.336,45      | 47.714,39  | 188.050,84 |
| 35      | 132.081,42      | 46.228,50  | 178.309,92 | 136.209,00      | 47.673,15  | 183.882,15 | 140.336,45      | 49.117,76  | 189.454,21 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Ariaga  
Secretario de Convenciones Cdeativas  
FAECYS



César Guerrero  
Secretario de Fijación, Medición  
y Seguridad en el Trabajo  
FAECYS



Daniel Lavega  
Secretario de Asesoría Laborales  
de FAECYS



Armando Cavalleri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Meriana Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 35 y 36 HORAS SEMANALES POR MES

|         | BASICO<br>35 HS | ANT.<br>\$ | TOTAL      | BASICO<br>36 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 144.464,03      |            | 144.464,03 | 148.591,53      |            | 148.591,53 |
| 1       | 144.464,03      | 1.444,64   | 145.908,67 | 148.591,53      | 1.485,92   | 150.077,45 |
| 2       | 144.464,03      | 2.889,28   | 147.353,31 | 148.591,53      | 2.971,83   | 151.563,36 |
| 3       | 144.464,03      | 4.333,92   | 148.797,95 | 148.591,53      | 4.457,75   | 153.049,28 |
| 4       | 144.464,03      | 5.778,56   | 150.242,59 | 148.591,53      | 5.943,66   | 154.535,19 |
| 5       | 144.464,03      | 7.223,20   | 151.687,23 | 148.591,53      | 7.429,58   | 156.021,11 |
| 6       | 144.464,03      | 8.667,84   | 153.131,87 | 148.591,53      | 8.915,49   | 157.507,02 |
| 7       | 144.464,03      | 10.112,48  | 154.576,51 | 148.591,53      | 10.401,41  | 158.992,94 |
| 8       | 144.464,03      | 11.557,12  | 156.021,15 | 148.591,53      | 11.887,32  | 160.478,85 |
| 9       | 144.464,03      | 13.001,76  | 157.465,79 | 148.591,53      | 13.373,24  | 161.964,77 |
| 10      | 144.464,03      | 14.446,40  | 158.910,43 | 148.591,53      | 14.859,15  | 163.450,68 |
| 11      | 144.464,03      | 15.891,04  | 160.355,07 | 148.591,53      | 16.345,07  | 164.936,60 |
| 12      | 144.464,03      | 17.335,68  | 161.799,71 | 148.591,53      | 17.830,98  | 166.422,51 |
| 13      | 144.464,03      | 18.780,32  | 163.244,35 | 148.591,53      | 19.316,90  | 167.908,43 |
| 14      | 144.464,03      | 20.224,96  | 164.688,99 | 148.591,53      | 20.802,81  | 169.394,34 |
| 15      | 144.464,03      | 21.669,60  | 166.133,63 | 148.591,53      | 22.288,73  | 170.880,26 |
| 16      | 144.464,03      | 23.114,24  | 167.578,27 | 148.591,53      | 23.774,64  | 172.366,18 |
| 17      | 144.464,03      | 24.558,88  | 169.022,91 | 148.591,53      | 25.260,56  | 173.852,09 |
| 18      | 144.464,03      | 26.003,53  | 170.467,55 | 148.591,53      | 26.746,48  | 175.338,01 |
| 19      | 144.464,03      | 27.448,17  | 171.912,19 | 148.591,53      | 28.232,39  | 176.823,92 |
| 20      | 144.464,03      | 28.892,81  | 173.356,83 | 148.591,53      | 29.718,31  | 178.309,84 |
| 21      | 144.464,03      | 30.337,45  | 174.801,47 | 148.591,53      | 31.204,22  | 179.795,75 |
| 22      | 144.464,03      | 31.782,09  | 176.246,11 | 148.591,53      | 32.690,14  | 181.281,67 |
| 23      | 144.464,03      | 33.226,73  | 177.690,75 | 148.591,53      | 34.176,05  | 182.767,58 |
| 24      | 144.464,03      | 34.671,37  | 179.135,39 | 148.591,53      | 35.661,97  | 184.253,50 |
| 25      | 144.464,03      | 36.116,01  | 180.580,04 | 148.591,53      | 37.147,88  | 185.739,41 |
| 26      | 144.464,03      | 37.560,65  | 182.024,68 | 148.591,53      | 38.633,80  | 187.225,33 |
| 27      | 144.464,03      | 39.005,29  | 183.469,32 | 148.591,53      | 40.119,71  | 188.711,24 |
| 28      | 144.464,03      | 40.449,93  | 184.913,96 | 148.591,53      | 41.605,63  | 190.197,16 |
| 29      | 144.464,03      | 41.894,57  | 186.358,60 | 148.591,53      | 43.091,54  | 191.683,07 |
| 30      | 144.464,03      | 43.339,21  | 187.803,24 | 148.591,53      | 44.577,46  | 193.168,99 |
| 31      | 144.464,03      | 44.783,85  | 189.247,88 | 148.591,53      | 46.063,37  | 194.654,90 |
| 32      | 144.464,03      | 46.228,49  | 190.692,52 | 148.591,53      | 47.549,29  | 196.140,82 |
| 33      | 144.464,03      | 47.673,13  | 192.137,16 | 148.591,53      | 49.035,21  | 197.626,74 |
| 34      | 144.464,03      | 49.117,77  | 193.581,80 | 148.591,53      | 50.521,12  | 199.112,65 |
| 35      | 144.464,03      | 50.562,41  | 195.026,44 | 148.591,53      | 52.007,04  | 200.598,57 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Cdectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Lourea  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.

  
Armando Cavalieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriena Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 20, 21 y 22 HORAS SEMANALES POR MES

|         | BASICO<br>20 HS | ANT.<br>\$ | TOTAL      | BASICO<br>21 HS | ANT.<br>\$ | TOTAL      | BASICO<br>22 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 83.964,84       |            | 83.964,84  | 88.163,02       |            | 88.163,02  | 92.361,27       |            | 92.361,27  |
| 1       | 83.964,84       | 839,65     | 84.804,48  | 88.163,02       | 881,63     | 89.044,65  | 92.361,27       | 923,61     | 93.284,88  |
| 2       | 83.964,84       | 1.679,30   | 85.644,13  | 88.163,02       | 1.763,26   | 89.926,28  | 92.361,27       | 1.847,23   | 94.208,49  |
| 3       | 83.964,84       | 2.518,95   | 86.483,78  | 88.163,02       | 2.644,89   | 90.807,91  | 92.361,27       | 2.770,84   | 95.132,10  |
| 4       | 83.964,84       | 3.358,59   | 87.323,43  | 88.163,02       | 3.526,52   | 91.689,55  | 92.361,27       | 3.694,45   | 96.055,72  |
| 5       | 83.964,84       | 4.198,24   | 88.163,08  | 88.163,02       | 4.408,15   | 92.571,18  | 92.361,27       | 4.618,06   | 96.979,33  |
| 6       | 83.964,84       | 5.037,89   | 89.002,73  | 88.163,02       | 5.289,78   | 93.452,81  | 92.361,27       | 5.541,68   | 97.902,94  |
| 7       | 83.964,84       | 5.877,54   | 89.842,37  | 88.163,02       | 6.171,41   | 94.334,44  | 92.361,27       | 6.465,29   | 98.826,55  |
| 8       | 83.964,84       | 6.717,19   | 90.682,02  | 88.163,02       | 7.053,04   | 95.216,07  | 92.361,27       | 7.388,90   | 99.750,17  |
| 9       | 83.964,84       | 7.556,84   | 91.521,67  | 88.163,02       | 7.934,67   | 96.097,70  | 92.361,27       | 8.312,51   | 100.673,78 |
| 10      | 83.964,84       | 8.396,48   | 92.361,32  | 88.163,02       | 8.816,30   | 96.979,33  | 92.361,27       | 9.236,13   | 101.597,39 |
| 11      | 83.964,84       | 9.236,13   | 93.200,97  | 88.163,02       | 9.697,93   | 97.860,96  | 92.361,27       | 10.159,74  | 102.521,01 |
| 12      | 83.964,84       | 10.075,78  | 94.040,62  | 88.163,02       | 10.579,56  | 98.742,59  | 92.361,27       | 11.083,35  | 103.444,62 |
| 13      | 83.964,84       | 10.915,43  | 94.880,26  | 88.163,02       | 11.461,19  | 99.624,22  | 92.361,27       | 12.006,96  | 104.368,23 |
| 14      | 83.964,84       | 11.755,08  | 95.719,91  | 88.163,02       | 12.342,82  | 100.505,85 | 92.361,27       | 12.930,58  | 105.291,84 |
| 15      | 83.964,84       | 12.594,73  | 96.559,57  | 88.163,02       | 13.224,45  | 101.387,48 | 92.361,27       | 13.854,19  | 106.215,46 |
| 16      | 83.964,84       | 13.434,37  | 97.399,22  | 88.163,02       | 14.106,08  | 102.269,11 | 92.361,27       | 14.777,80  | 107.139,07 |
| 17      | 83.964,84       | 14.274,02  | 98.238,87  | 88.163,02       | 14.987,71  | 103.150,74 | 92.361,27       | 15.701,42  | 108.062,68 |
| 18      | 83.964,84       | 15.113,67  | 99.078,51  | 88.163,02       | 15.869,34  | 104.032,37 | 92.361,27       | 16.625,03  | 108.986,29 |
| 19      | 83.964,84       | 15.953,32  | 99.918,15  | 88.163,02       | 16.750,97  | 104.914,00 | 92.361,27       | 17.548,64  | 109.909,91 |
| 20      | 83.964,84       | 16.792,97  | 100.757,80 | 88.163,02       | 17.632,60  | 105.795,63 | 92.361,27       | 18.472,25  | 110.833,52 |
| 21      | 83.964,84       | 17.632,62  | 101.597,45 | 88.163,02       | 18.514,24  | 106.677,26 | 92.361,27       | 19.395,87  | 111.757,13 |
| 22      | 83.964,84       | 18.472,26  | 102.437,10 | 88.163,02       | 19.395,87  | 107.558,89 | 92.361,27       | 20.319,48  | 112.680,74 |
| 23      | 83.964,84       | 19.311,91  | 103.276,75 | 88.163,02       | 20.277,50  | 108.440,52 | 92.361,27       | 21.243,09  | 113.604,36 |
| 24      | 83.964,84       | 20.151,56  | 104.116,41 | 88.163,02       | 21.159,13  | 109.322,15 | 92.361,27       | 22.166,70  | 114.527,97 |
| 25      | 83.964,84       | 20.991,21  | 104.956,06 | 88.163,02       | 22.040,76  | 110.203,78 | 92.361,27       | 23.090,32  | 115.451,58 |
| 26      | 83.964,84       | 21.830,86  | 105.795,70 | 88.163,02       | 22.922,39  | 111.085,41 | 92.361,27       | 24.013,93  | 116.375,20 |
| 27      | 83.964,84       | 22.670,51  | 106.635,34 | 88.163,02       | 23.804,02  | 111.967,04 | 92.361,27       | 24.937,54  | 117.298,81 |
| 28      | 83.964,84       | 23.510,15  | 107.474,99 | 88.163,02       | 24.685,65  | 112.848,67 | 92.361,27       | 25.861,15  | 118.222,42 |
| 29      | 83.964,84       | 24.349,80  | 108.314,64 | 88.163,02       | 25.567,28  | 113.730,30 | 92.361,27       | 26.784,77  | 119.146,03 |
| 30      | 83.964,84       | 25.189,45  | 109.154,29 | 88.163,02       | 26.448,91  | 114.611,93 | 92.361,27       | 27.708,38  | 120.069,65 |
| 31      | 83.964,84       | 26.029,10  | 109.993,94 | 88.163,02       | 27.330,54  | 115.493,56 | 92.361,27       | 28.631,99  | 120.993,26 |
| 32      | 83.964,84       | 26.868,75  | 110.833,58 | 88.163,02       | 28.212,17  | 116.375,19 | 92.361,27       | 29.555,61  | 121.916,87 |
| 33      | 83.964,84       | 27.708,40  | 111.673,23 | 88.163,02       | 29.093,80  | 117.256,82 | 92.361,27       | 30.479,22  | 122.840,48 |
| 34      | 83.964,84       | 28.548,04  | 112.512,88 | 88.163,02       | 29.975,43  | 118.138,45 | 92.361,27       | 31.402,83  | 123.764,10 |
| 35      | 83.964,84       | 29.387,69  | 113.352,53 | 88.163,02       | 30.857,06  | 119.020,08 | 92.361,27       | 32.326,44  | 124.687,71 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11º Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Empleo, Medicina  
y Seguridad en el Trabajo  
FAECYS



Rafael López  
Secretario de Asuntos Laborales  
de FAECYS



Armando Cavallieri  
Secretario General



José González  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Meriema Poulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 23, 24 y 25 HORAS SEMANALES POR MES

|         | BASICO<br>23 HS | ANT.<br>\$ | TOTAL      | BASICO<br>24 HS | ANT.<br>\$ | TOTAL      | BASICO<br>25 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 96.559,60       |            | 96.559,60  | 100.757,85      |            | 100.757,85 | 104.955,99      |            | 104.955,99 |
| 1       | 96.559,60       | 965,60     | 97.525,20  | 100.757,85      | 1.007,58   | 101.765,42 | 104.955,99      | 1.049,56   | 106.005,55 |
| 2       | 96.559,60       | 1.931,19   | 98.490,80  | 100.757,85      | 2.015,16   | 102.773,00 | 104.955,99      | 2.099,12   | 107.055,11 |
| 3       | 96.559,60       | 2.896,79   | 99.456,39  | 100.757,85      | 3.022,74   | 103.780,58 | 104.955,99      | 3.148,68   | 108.104,67 |
| 4       | 96.559,60       | 3.862,38   | 100.421,99 | 100.757,85      | 4.030,31   | 104.788,16 | 104.955,99      | 4.198,24   | 109.154,23 |
| 5       | 96.559,60       | 4.827,98   | 101.387,58 | 100.757,85      | 5.037,89   | 105.795,74 | 104.955,99      | 5.247,80   | 110.203,79 |
| 6       | 96.559,60       | 5.793,58   | 102.353,18 | 100.757,85      | 6.045,47   | 106.803,32 | 104.955,99      | 6.297,36   | 111.253,35 |
| 7       | 96.559,60       | 6.759,17   | 103.318,78 | 100.757,85      | 7.053,05   | 107.810,90 | 104.955,99      | 7.346,92   | 112.302,91 |
| 8       | 96.559,60       | 7.724,77   | 104.284,37 | 100.757,85      | 8.060,63   | 108.818,47 | 104.955,99      | 8.396,48   | 113.352,47 |
| 9       | 96.559,60       | 8.690,36   | 105.249,97 | 100.757,85      | 9.068,21   | 109.826,05 | 104.955,99      | 9.446,04   | 114.402,03 |
| 10      | 96.559,60       | 9.655,96   | 106.215,56 | 100.757,85      | 10.075,78  | 110.833,63 | 104.955,99      | 10.495,60  | 115.451,59 |
| 11      | 96.559,60       | 10.621,56  | 107.181,16 | 100.757,85      | 11.083,36  | 111.841,21 | 104.955,99      | 11.545,16  | 116.501,15 |
| 12      | 96.559,60       | 11.587,15  | 108.146,76 | 100.757,85      | 12.090,94  | 112.848,79 | 104.955,99      | 12.594,72  | 117.550,71 |
| 13      | 96.559,60       | 12.552,75  | 109.112,35 | 100.757,85      | 13.098,52  | 113.856,37 | 104.955,99      | 13.644,28  | 118.600,27 |
| 14      | 96.559,60       | 13.518,34  | 110.077,95 | 100.757,85      | 14.106,10  | 114.863,94 | 104.955,99      | 14.693,84  | 119.649,83 |
| 15      | 96.559,60       | 14.483,94  | 111.043,54 | 100.757,85      | 15.113,68  | 115.871,52 | 104.955,99      | 15.743,40  | 120.699,39 |
| 16      | 96.559,60       | 15.449,54  | 112.009,14 | 100.757,85      | 16.121,26  | 116.879,10 | 104.955,99      | 16.792,96  | 121.748,95 |
| 17      | 96.559,60       | 16.415,13  | 112.974,74 | 100.757,85      | 17.128,83  | 117.886,68 | 104.955,99      | 17.842,52  | 122.798,51 |
| 18      | 96.559,60       | 17.380,73  | 113.940,33 | 100.757,85      | 18.136,41  | 118.894,26 | 104.955,99      | 18.892,08  | 123.848,07 |
| 19      | 96.559,60       | 18.346,32  | 114.905,93 | 100.757,85      | 19.143,99  | 119.901,84 | 104.955,99      | 19.941,64  | 124.897,63 |
| 20      | 96.559,60       | 19.311,92  | 115.871,52 | 100.757,85      | 20.151,57  | 120.909,42 | 104.955,99      | 20.991,20  | 125.947,19 |
| 21      | 96.559,60       | 20.277,52  | 116.837,12 | 100.757,85      | 21.159,15  | 121.916,99 | 104.955,99      | 22.040,76  | 126.996,75 |
| 22      | 96.559,60       | 21.243,11  | 117.802,72 | 100.757,85      | 22.166,73  | 122.924,57 | 104.955,99      | 23.090,32  | 128.046,31 |
| 23      | 96.559,60       | 22.208,71  | 118.768,31 | 100.757,85      | 23.174,30  | 123.932,15 | 104.955,99      | 24.139,88  | 129.095,87 |
| 24      | 96.559,60       | 23.174,30  | 119.733,91 | 100.757,85      | 24.181,88  | 124.939,73 | 104.955,99      | 25.189,44  | 130.145,43 |
| 25      | 96.559,60       | 24.139,90  | 120.699,50 | 100.757,85      | 25.189,46  | 125.947,31 | 104.955,99      | 26.239,00  | 131.194,99 |
| 26      | 96.559,60       | 25.105,50  | 121.665,10 | 100.757,85      | 26.197,04  | 126.954,89 | 104.955,99      | 27.288,56  | 132.244,55 |
| 27      | 96.559,60       | 26.071,09  | 122.630,70 | 100.757,85      | 27.204,62  | 127.962,46 | 104.955,99      | 28.338,12  | 133.294,11 |
| 28      | 96.559,60       | 27.036,69  | 123.596,29 | 100.757,85      | 28.212,20  | 128.970,04 | 104.955,99      | 29.387,68  | 134.343,67 |
| 29      | 96.559,60       | 28.002,28  | 124.561,89 | 100.757,85      | 29.219,78  | 129.977,62 | 104.955,99      | 30.437,24  | 135.393,23 |
| 30      | 96.559,60       | 28.967,88  | 125.527,48 | 100.757,85      | 30.227,35  | 130.985,20 | 104.955,99      | 31.486,80  | 136.442,79 |
| 31      | 96.559,60       | 29.933,48  | 126.493,08 | 100.757,85      | 31.234,93  | 131.992,78 | 104.955,99      | 32.536,36  | 137.492,35 |
| 32      | 96.559,60       | 30.899,07  | 127.458,68 | 100.757,85      | 32.242,51  | 133.000,36 | 104.955,99      | 33.585,92  | 138.541,91 |
| 33      | 96.559,60       | 31.864,67  | 128.424,27 | 100.757,85      | 33.250,09  | 134.007,94 | 104.955,99      | 34.635,48  | 139.591,47 |
| 34      | 96.559,60       | 32.830,27  | 129.389,87 | 100.757,85      | 34.257,67  | 135.015,51 | 104.955,99      | 35.685,04  | 140.641,03 |
| 35      | 96.559,60       | 33.795,86  | 130.355,46 | 100.757,85      | 35.265,25  | 136.023,09 | 104.955,99      | 36.734,60  | 141.690,59 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Ariaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Póliza, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Rafael Lovre  
Secretario de Asuntos Laborales  
de FAECYS

  
Armando Cavallieri  
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José Gonzalez  
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FAECYS

  
Mariana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 26, 27 y 28 HORAS SEMANALES POR MES

|         | BASICO<br>26 HS | ANT.<br>\$ | TOTAL      | BASICO<br>27 HS | ANT.<br>\$ | TOTAL      | BASICO<br>28 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 109.154,32      |            | 109.154,32 | 113.352,47      |            | 113.352,47 | 117.550,76      |            | 117.550,76 |
| 1       | 109.154,32      | 1.091,54   | 110.245,86 | 113.352,47      | 1.133,52   | 114.486,00 | 117.550,76      | 1.175,51   | 118.726,27 |
| 2       | 109.154,32      | 2.183,09   | 111.337,40 | 113.352,47      | 2.267,05   | 115.619,52 | 117.550,76      | 2.351,02   | 119.901,77 |
| 3       | 109.154,32      | 3.274,63   | 112.428,95 | 113.352,47      | 3.400,57   | 116.753,05 | 117.550,76      | 3.526,52   | 121.077,28 |
| 4       | 109.154,32      | 4.366,17   | 113.520,49 | 113.352,47      | 4.534,10   | 117.886,57 | 117.550,76      | 4.702,03   | 122.252,79 |
| 5       | 109.154,32      | 5.457,72   | 114.612,03 | 113.352,47      | 5.667,62   | 119.020,10 | 117.550,76      | 5.877,54   | 123.428,30 |
| 6       | 109.154,32      | 6.549,26   | 115.703,58 | 113.352,47      | 6.801,15   | 120.153,62 | 117.550,76      | 7.053,05   | 124.603,80 |
| 7       | 109.154,32      | 7.640,80   | 116.795,12 | 113.352,47      | 7.934,67   | 121.287,15 | 117.550,76      | 8.228,55   | 125.779,31 |
| 8       | 109.154,32      | 8.732,35   | 117.886,66 | 113.352,47      | 9.068,20   | 122.420,67 | 117.550,76      | 9.404,06   | 126.954,82 |
| 9       | 109.154,32      | 9.823,89   | 118.978,21 | 113.352,47      | 10.201,72  | 123.554,20 | 117.550,76      | 10.579,57  | 128.130,33 |
| 10      | 109.154,32      | 10.915,43  | 120.069,75 | 113.352,47      | 11.335,25  | 124.687,72 | 117.550,76      | 11.755,08  | 129.305,83 |
| 11      | 109.154,32      | 12.006,97  | 121.161,29 | 113.352,47      | 12.468,77  | 125.821,25 | 117.550,76      | 12.930,58  | 130.481,34 |
| 12      | 109.154,32      | 13.098,52  | 122.252,84 | 113.352,47      | 13.602,30  | 126.954,77 | 117.550,76      | 14.106,09  | 131.656,85 |
| 13      | 109.154,32      | 14.190,06  | 123.344,38 | 113.352,47      | 14.735,82  | 128.088,30 | 117.550,76      | 15.281,60  | 132.832,36 |
| 14      | 109.154,32      | 15.281,60  | 124.435,92 | 113.352,47      | 15.869,35  | 129.221,82 | 117.550,76      | 16.457,11  | 134.007,86 |
| 15      | 109.154,32      | 16.373,15  | 125.527,47 | 113.352,47      | 17.002,87  | 130.355,35 | 117.550,76      | 17.632,61  | 135.183,37 |
| 16      | 109.154,32      | 17.464,69  | 126.619,01 | 113.352,47      | 18.136,40  | 131.488,87 | 117.550,76      | 18.808,12  | 136.358,88 |
| 17      | 109.154,32      | 18.556,23  | 127.710,55 | 113.352,47      | 19.269,92  | 132.622,40 | 117.550,76      | 19.983,63  | 137.534,39 |
| 18      | 109.154,32      | 19.647,78  | 128.802,09 | 113.352,47      | 20.403,45  | 133.755,92 | 117.550,76      | 21.159,14  | 138.709,90 |
| 19      | 109.154,32      | 20.739,32  | 129.893,64 | 113.352,47      | 21.536,97  | 134.889,45 | 117.550,76      | 22.334,64  | 139.885,40 |
| 20      | 109.154,32      | 21.830,86  | 130.985,18 | 113.352,47      | 22.670,49  | 136.022,97 | 117.550,76      | 23.510,15  | 141.060,91 |
| 21      | 109.154,32      | 22.922,41  | 132.076,72 | 113.352,47      | 23.804,02  | 137.156,49 | 117.550,76      | 24.685,66  | 142.236,42 |
| 22      | 109.154,32      | 24.013,95  | 133.168,27 | 113.352,47      | 24.937,54  | 138.290,02 | 117.550,76      | 25.861,17  | 143.411,93 |
| 23      | 109.154,32      | 25.105,49  | 134.259,81 | 113.352,47      | 26.071,07  | 139.423,54 | 117.550,76      | 27.036,67  | 144.587,43 |
| 24      | 109.154,32      | 26.197,04  | 135.351,35 | 113.352,47      | 27.204,59  | 140.557,07 | 117.550,76      | 28.212,18  | 145.762,94 |
| 25      | 109.154,32      | 27.288,58  | 136.442,90 | 113.352,47      | 28.338,12  | 141.690,59 | 117.550,76      | 29.387,69  | 146.938,45 |
| 26      | 109.154,32      | 28.380,12  | 137.534,44 | 113.352,47      | 29.471,64  | 142.824,12 | 117.550,76      | 30.563,20  | 148.113,96 |
| 27      | 109.154,32      | 29.471,67  | 138.625,98 | 113.352,47      | 30.605,17  | 143.957,64 | 117.550,76      | 31.738,70  | 149.289,46 |
| 28      | 109.154,32      | 30.563,21  | 139.717,53 | 113.352,47      | 31.738,69  | 145.091,17 | 117.550,76      | 32.914,21  | 150.464,97 |
| 29      | 109.154,32      | 31.654,75  | 140.809,07 | 113.352,47      | 32.872,22  | 146.224,69 | 117.550,76      | 34.089,72  | 151.640,48 |
| 30      | 109.154,32      | 32.746,30  | 141.900,61 | 113.352,47      | 34.005,74  | 147.358,22 | 117.550,76      | 35.265,23  | 152.815,99 |
| 31      | 109.154,32      | 33.837,84  | 142.992,16 | 113.352,47      | 35.139,27  | 148.491,74 | 117.550,76      | 36.440,74  | 153.991,49 |
| 32      | 109.154,32      | 34.929,38  | 144.083,70 | 113.352,47      | 36.272,79  | 149.625,27 | 117.550,76      | 37.616,24  | 155.167,00 |
| 33      | 109.154,32      | 36.020,92  | 145.175,24 | 113.352,47      | 37.406,32  | 150.758,79 | 117.550,76      | 38.791,75  | 156.342,51 |
| 34      | 109.154,32      | 37.112,47  | 146.266,79 | 113.352,47      | 38.539,84  | 151.892,32 | 117.550,76      | 39.967,26  | 157.518,02 |
| 35      | 109.154,32      | 38.204,01  | 147.358,33 | 113.352,47      | 39.673,37  | 153.025,84 | 117.550,76      | 41.142,77  | 158.693,52 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Empleo, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Llovera  
Secretario de Asuntos Laborales  
de F.A.E.C.T.A.

  
Armando Cavalieri  
Secretario General

  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
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MAYO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 29, 30 y 31 HORAS SEMANALES POR MES

|         | BASICO<br>29 HS | ANT.<br>\$ | TOTAL      | BASICO<br>30 HS | ANT.<br>\$ | TOTAL      | BASICO<br>31 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 121.749,06      |            | 121.749,06 | 125.947,21      |            | 125.947,21 | 130.145,45      |            | 130.145,45 |
| 1       | 121.749,06      | 1.217,49   | 122.966,56 | 125.947,21      | 1.259,47   | 127.206,68 | 130.145,45      | 1.301,45   | 131.446,91 |
| 2       | 121.749,06      | 2.434,98   | 124.184,05 | 125.947,21      | 2.518,94   | 128.466,16 | 130.145,45      | 2.602,91   | 132.748,36 |
| 3       | 121.749,06      | 3.652,47   | 125.401,54 | 125.947,21      | 3.778,42   | 129.725,63 | 130.145,45      | 3.904,36   | 134.049,82 |
| 4       | 121.749,06      | 4.869,96   | 126.619,03 | 125.947,21      | 5.037,89   | 130.985,10 | 130.145,45      | 5.205,82   | 135.351,27 |
| 5       | 121.749,06      | 6.087,45   | 127.836,52 | 125.947,21      | 6.297,36   | 132.244,57 | 130.145,45      | 6.507,27   | 136.652,73 |
| 6       | 121.749,06      | 7.304,94   | 129.054,01 | 125.947,21      | 7.556,83   | 133.504,04 | 130.145,45      | 7.808,73   | 137.954,18 |
| 7       | 121.749,06      | 8.522,43   | 130.271,50 | 125.947,21      | 8.816,30   | 134.763,52 | 130.145,45      | 9.110,18   | 139.255,63 |
| 8       | 121.749,06      | 9.739,93   | 131.488,99 | 125.947,21      | 10.075,78  | 136.022,99 | 130.145,45      | 10.411,64  | 140.557,09 |
| 9       | 121.749,06      | 10.957,42  | 132.706,48 | 125.947,21      | 11.335,25  | 137.282,46 | 130.145,45      | 11.713,09  | 141.858,54 |
| 10      | 121.749,06      | 12.174,91  | 133.923,97 | 125.947,21      | 12.594,72  | 138.541,93 | 130.145,45      | 13.014,55  | 143.160,00 |
| 11      | 121.749,06      | 13.392,40  | 135.141,46 | 125.947,21      | 13.854,19  | 139.801,40 | 130.145,45      | 14.316,00  | 144.461,45 |
| 12      | 121.749,06      | 14.609,89  | 136.358,95 | 125.947,21      | 15.113,67  | 141.060,88 | 130.145,45      | 15.617,45  | 145.762,91 |
| 13      | 121.749,06      | 15.827,38  | 137.576,44 | 125.947,21      | 16.373,14  | 142.320,35 | 130.145,45      | 16.918,91  | 147.064,36 |
| 14      | 121.749,06      | 17.044,87  | 138.793,93 | 125.947,21      | 17.632,61  | 143.579,82 | 130.145,45      | 18.220,36  | 148.365,82 |
| 15      | 121.749,06      | 18.262,36  | 140.011,42 | 125.947,21      | 18.892,08  | 144.839,29 | 130.145,45      | 19.521,82  | 149.667,27 |
| 16      | 121.749,06      | 19.479,85  | 141.228,91 | 125.947,21      | 20.151,55  | 146.098,76 | 130.145,45      | 20.823,27  | 150.968,73 |
| 17      | 121.749,06      | 20.697,34  | 142.446,41 | 125.947,21      | 21.411,03  | 147.358,24 | 130.145,45      | 22.124,73  | 152.270,18 |
| 18      | 121.749,06      | 21.914,83  | 143.663,90 | 125.947,21      | 22.670,50  | 148.617,71 | 130.145,45      | 23.426,18  | 153.571,63 |
| 19      | 121.749,06      | 23.132,32  | 144.881,39 | 125.947,21      | 23.929,97  | 149.877,18 | 130.145,45      | 24.727,64  | 154.873,09 |
| 20      | 121.749,06      | 24.349,81  | 146.098,88 | 125.947,21      | 25.189,44  | 151.136,65 | 130.145,45      | 26.029,09  | 156.174,54 |
| 21      | 121.749,06      | 25.567,30  | 147.316,37 | 125.947,21      | 26.448,91  | 152.396,13 | 130.145,45      | 27.330,55  | 157.476,00 |
| 22      | 121.749,06      | 26.784,79  | 148.533,86 | 125.947,21      | 27.708,39  | 153.655,60 | 130.145,45      | 28.632,00  | 158.777,45 |
| 23      | 121.749,06      | 28.002,28  | 149.751,35 | 125.947,21      | 28.967,86  | 154.915,07 | 130.145,45      | 29.933,45  | 160.078,91 |
| 24      | 121.749,06      | 29.219,78  | 150.968,84 | 125.947,21      | 30.227,33  | 156.174,54 | 130.145,45      | 31.234,91  | 161.380,36 |
| 25      | 121.749,06      | 30.437,27  | 152.186,33 | 125.947,21      | 31.486,80  | 157.434,01 | 130.145,45      | 32.536,36  | 162.681,81 |
| 26      | 121.749,06      | 31.654,76  | 153.403,82 | 125.947,21      | 32.746,27  | 158.693,49 | 130.145,45      | 33.837,82  | 163.983,27 |
| 27      | 121.749,06      | 32.872,25  | 154.621,31 | 125.947,21      | 34.005,75  | 159.952,96 | 130.145,45      | 35.139,27  | 165.284,73 |
| 28      | 121.749,06      | 34.089,74  | 155.838,80 | 125.947,21      | 35.265,22  | 161.212,43 | 130.145,45      | 36.440,73  | 166.586,18 |
| 29      | 121.749,06      | 35.307,23  | 157.056,29 | 125.947,21      | 36.524,69  | 162.471,90 | 130.145,45      | 37.742,18  | 167.887,63 |
| 30      | 121.749,06      | 36.524,72  | 158.273,78 | 125.947,21      | 37.784,16  | 163.731,37 | 130.145,45      | 39.043,64  | 169.189,09 |
| 31      | 121.749,06      | 37.742,21  | 159.491,27 | 125.947,21      | 39.043,64  | 164.990,85 | 130.145,45      | 40.345,09  | 170.490,54 |
| 32      | 121.749,06      | 38.959,70  | 160.708,77 | 125.947,21      | 40.303,11  | 166.250,32 | 130.145,45      | 41.646,54  | 171.792,00 |
| 33      | 121.749,06      | 40.177,19  | 161.926,26 | 125.947,21      | 41.562,58  | 167.509,79 | 130.145,45      | 42.948,00  | 173.093,45 |
| 34      | 121.749,06      | 41.394,68  | 163.143,75 | 125.947,21      | 42.822,05  | 168.769,26 | 130.145,45      | 44.249,45  | 174.394,91 |
| 35      | 121.749,06      | 42.612,17  | 164.361,24 | 125.947,21      | 44.081,52  | 170.028,74 | 130.145,45      | 45.550,91  | 175.696,36 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Beniel Leiva  
Secretario de Asesoría Laborales  
de FAECYS

  
Armando Cavallieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 32, 33 y 34 HORAS SEMANALES POR MES

|         | BASICO<br>32 HS | ANT.<br>\$ | TOTAL      | BASICO<br>33 HS | ANT.<br>\$ | TOTAL      | BASICO<br>34 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 134.343,76      |            | 134.343,76 | 138.541,95      |            | 138.541,95 | 142.740,21      |            | 142.740,21 |
| 1       | 134.343,76      | 1.343,44   | 135.687,20 | 138.541,95      | 1.385,42   | 139.927,37 | 142.740,21      | 1.427,40   | 144.167,61 |
| 2       | 134.343,76      | 2.686,88   | 137.030,63 | 138.541,95      | 2.770,84   | 141.312,79 | 142.740,21      | 2.854,80   | 145.595,01 |
| 3       | 134.343,76      | 4.030,31   | 138.374,07 | 138.541,95      | 4.156,26   | 142.698,21 | 142.740,21      | 4.282,21   | 147.022,42 |
| 4       | 134.343,76      | 5.373,75   | 139.717,51 | 138.541,95      | 5.541,68   | 144.083,63 | 142.740,21      | 5.709,61   | 148.449,82 |
| 5       | 134.343,76      | 6.717,19   | 141.060,95 | 138.541,95      | 6.927,10   | 145.469,04 | 142.740,21      | 7.137,01   | 149.877,22 |
| 6       | 134.343,76      | 8.060,63   | 142.404,38 | 138.541,95      | 8.312,52   | 146.854,46 | 142.740,21      | 8.564,41   | 151.304,62 |
| 7       | 134.343,76      | 9.404,06   | 143.747,82 | 138.541,95      | 9.697,94   | 148.239,88 | 142.740,21      | 9.991,81   | 152.732,02 |
| 8       | 134.343,76      | 10.747,50  | 145.091,26 | 138.541,95      | 11.083,36  | 149.625,30 | 142.740,21      | 11.419,22  | 154.159,43 |
| 9       | 134.343,76      | 12.090,94  | 146.434,70 | 138.541,95      | 12.468,78  | 151.010,72 | 142.740,21      | 12.846,62  | 155.586,83 |
| 10      | 134.343,76      | 13.434,38  | 147.778,13 | 138.541,95      | 13.854,19  | 152.396,14 | 142.740,21      | 14.274,02  | 157.014,23 |
| 11      | 134.343,76      | 14.777,81  | 149.121,57 | 138.541,95      | 15.239,61  | 153.781,56 | 142.740,21      | 15.701,42  | 158.441,63 |
| 12      | 134.343,76      | 16.121,25  | 150.465,01 | 138.541,95      | 16.625,03  | 155.166,98 | 142.740,21      | 17.128,83  | 159.869,04 |
| 13      | 134.343,76      | 17.464,69  | 151.808,45 | 138.541,95      | 18.010,45  | 156.552,40 | 142.740,21      | 18.556,23  | 161.296,44 |
| 14      | 134.343,76      | 18.808,13  | 153.151,89 | 138.541,95      | 19.395,87  | 157.937,82 | 142.740,21      | 19.983,63  | 162.723,84 |
| 15      | 134.343,76      | 20.151,56  | 154.495,32 | 138.541,95      | 20.781,29  | 159.323,24 | 142.740,21      | 21.411,03  | 164.151,24 |
| 16      | 134.343,76      | 21.495,00  | 155.838,76 | 138.541,95      | 22.166,71  | 160.708,66 | 142.740,21      | 22.838,43  | 165.578,64 |
| 17      | 134.343,76      | 22.838,44  | 157.182,20 | 138.541,95      | 23.552,13  | 162.094,08 | 142.740,21      | 24.265,84  | 167.006,05 |
| 18      | 134.343,76      | 24.181,88  | 158.525,64 | 138.541,95      | 24.937,55  | 163.479,50 | 142.740,21      | 25.693,24  | 168.433,45 |
| 19      | 134.343,76      | 25.525,31  | 159.869,07 | 138.541,95      | 26.322,97  | 164.864,92 | 142.740,21      | 27.120,64  | 169.860,85 |
| 20      | 134.343,76      | 26.868,75  | 161.212,51 | 138.541,95      | 27.708,39  | 166.250,34 | 142.740,21      | 28.548,04  | 171.288,25 |
| 21      | 134.343,76      | 28.212,19  | 162.555,95 | 138.541,95      | 29.093,81  | 167.635,76 | 142.740,21      | 29.975,44  | 172.715,65 |
| 22      | 134.343,76      | 29.555,63  | 163.899,39 | 138.541,95      | 30.479,23  | 169.021,18 | 142.740,21      | 31.402,85  | 174.143,06 |
| 23      | 134.343,76      | 30.899,06  | 165.242,82 | 138.541,95      | 31.864,65  | 170.406,60 | 142.740,21      | 32.830,25  | 175.570,46 |
| 24      | 134.343,76      | 32.242,50  | 166.586,26 | 138.541,95      | 33.250,07  | 171.792,01 | 142.740,21      | 34.257,65  | 176.997,86 |
| 25      | 134.343,76      | 33.585,94  | 167.929,70 | 138.541,95      | 34.635,49  | 173.177,43 | 142.740,21      | 35.685,05  | 178.425,26 |
| 26      | 134.343,76      | 34.929,38  | 169.273,14 | 138.541,95      | 36.020,91  | 174.562,85 | 142.740,21      | 37.112,45  | 179.852,66 |
| 27      | 134.343,76      | 36.272,81  | 170.616,57 | 138.541,95      | 37.406,33  | 175.948,27 | 142.740,21      | 38.539,86  | 181.280,07 |
| 28      | 134.343,76      | 37.616,25  | 171.960,01 | 138.541,95      | 38.791,75  | 177.333,69 | 142.740,21      | 39.967,26  | 182.707,47 |
| 29      | 134.343,76      | 38.959,69  | 173.303,45 | 138.541,95      | 40.177,16  | 178.719,11 | 142.740,21      | 41.394,66  | 184.134,87 |
| 30      | 134.343,76      | 40.303,13  | 174.646,89 | 138.541,95      | 41.562,58  | 180.104,53 | 142.740,21      | 42.822,06  | 185.562,27 |
| 31      | 134.343,76      | 41.646,57  | 175.990,32 | 138.541,95      | 42.948,00  | 181.489,95 | 142.740,21      | 44.249,47  | 186.989,68 |
| 32      | 134.343,76      | 42.990,00  | 177.333,76 | 138.541,95      | 44.333,42  | 182.875,37 | 142.740,21      | 45.676,87  | 188.417,08 |
| 33      | 134.343,76      | 44.333,44  | 178.677,20 | 138.541,95      | 45.718,84  | 184.260,79 | 142.740,21      | 47.104,27  | 189.844,48 |
| 34      | 134.343,76      | 45.676,88  | 180.020,64 | 138.541,95      | 47.104,26  | 185.646,21 | 142.740,21      | 48.531,67  | 191.271,88 |
| 35      | 134.343,76      | 47.020,32  | 181.364,07 | 138.541,95      | 48.489,68  | 187.031,63 | 142.740,21      | 49.959,07  | 192.699,28 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS



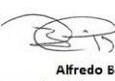
Rafael Lora  
Secretario de Recursos Laborales  
de FAECYS



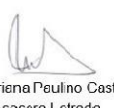
Armando Cavalieri  
Secretario General



José Gonzalez  
Sub-Secretario General



Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS



Meriela Paulino Castro  
Asesora Letrada



Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
MAYO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 35 y 36 HORAS SEMANALES POR MES

|         | BASICO<br>35 HS | ANT.<br>\$ | TOTAL      | BASICO<br>36 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 146.938,38      |            | 146.938,38 | 151.136,66      |            | 151.136,66 |
| 1       | 146.938,38      | 1.469,38   | 148.407,76 | 151.136,66      | 1.511,37   | 152.648,03 |
| 2       | 146.938,38      | 2.938,77   | 149.877,14 | 151.136,66      | 3.022,73   | 154.159,40 |
| 3       | 146.938,38      | 4.408,15   | 151.346,53 | 151.136,66      | 4.534,10   | 155.670,76 |
| 4       | 146.938,38      | 5.877,54   | 152.815,91 | 151.136,66      | 6.045,47   | 157.182,13 |
| 5       | 146.938,38      | 7.346,92   | 154.285,30 | 151.136,66      | 7.556,83   | 158.693,49 |
| 6       | 146.938,38      | 8.816,30   | 155.754,68 | 151.136,66      | 9.068,20   | 160.204,86 |
| 7       | 146.938,38      | 10.285,69  | 157.224,06 | 151.136,66      | 10.579,57  | 161.716,23 |
| 8       | 146.938,38      | 11.755,07  | 158.693,45 | 151.136,66      | 12.090,93  | 163.227,59 |
| 9       | 146.938,38      | 13.224,45  | 160.162,83 | 151.136,66      | 13.602,30  | 164.738,96 |
| 10      | 146.938,38      | 14.693,84  | 161.632,22 | 151.136,66      | 15.113,67  | 166.250,33 |
| 11      | 146.938,38      | 16.163,22  | 163.101,60 | 151.136,66      | 16.625,03  | 167.761,69 |
| 12      | 146.938,38      | 17.632,61  | 164.570,98 | 151.136,66      | 18.136,40  | 169.273,06 |
| 13      | 146.938,38      | 19.101,99  | 166.040,37 | 151.136,66      | 19.647,77  | 170.784,43 |
| 14      | 146.938,38      | 20.571,37  | 167.509,75 | 151.136,66      | 21.159,13  | 172.295,79 |
| 15      | 146.938,38      | 22.040,76  | 168.979,13 | 151.136,66      | 22.670,50  | 173.807,16 |
| 16      | 146.938,38      | 23.510,14  | 170.448,52 | 151.136,66      | 24.181,87  | 175.318,53 |
| 17      | 146.938,38      | 24.979,52  | 171.917,90 | 151.136,66      | 25.693,23  | 176.829,89 |
| 18      | 146.938,38      | 26.448,91  | 173.387,29 | 151.136,66      | 27.204,60  | 178.341,26 |
| 19      | 146.938,38      | 27.918,29  | 174.856,67 | 151.136,66      | 28.715,97  | 179.852,63 |
| 20      | 146.938,38      | 29.387,68  | 176.326,05 | 151.136,66      | 30.227,33  | 181.363,99 |
| 21      | 146.938,38      | 30.857,06  | 177.795,44 | 151.136,66      | 31.738,70  | 182.875,36 |
| 22      | 146.938,38      | 32.326,44  | 179.264,82 | 151.136,66      | 33.250,07  | 184.386,73 |
| 23      | 146.938,38      | 33.795,83  | 180.734,20 | 151.136,66      | 34.761,43  | 185.898,09 |
| 24      | 146.938,38      | 35.265,21  | 182.203,59 | 151.136,66      | 36.272,80  | 187.409,46 |
| 25      | 146.938,38      | 36.734,59  | 183.672,97 | 151.136,66      | 37.784,17  | 188.920,83 |
| 26      | 146.938,38      | 38.203,98  | 185.142,36 | 151.136,66      | 39.295,53  | 190.432,19 |
| 27      | 146.938,38      | 39.673,36  | 186.611,74 | 151.136,66      | 40.806,90  | 191.943,56 |
| 28      | 146.938,38      | 41.142,75  | 188.081,12 | 151.136,66      | 42.318,27  | 193.454,93 |
| 29      | 146.938,38      | 42.612,13  | 189.550,51 | 151.136,66      | 43.829,63  | 194.966,29 |
| 30      | 146.938,38      | 44.081,51  | 191.019,89 | 151.136,66      | 45.341,00  | 196.477,66 |
| 31      | 146.938,38      | 45.550,90  | 192.489,27 | 151.136,66      | 46.852,37  | 197.989,03 |
| 32      | 146.938,38      | 47.020,28  | 193.958,66 | 151.136,66      | 48.363,73  | 199.500,39 |
| 33      | 146.938,38      | 48.489,66  | 195.428,04 | 151.136,66      | 49.875,10  | 201.011,76 |
| 34      | 146.938,38      | 49.959,05  | 196.897,43 | 151.136,66      | 51.386,47  | 202.523,13 |
| 35      | 146.938,38      | 51.428,43  | 198.366,81 | 151.136,66      | 52.897,83  | 204.034,49 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Razon, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Llovera  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.

  
Armando Cavallieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriena Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD

DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS

JUNIO / 2023

CATEGORIA 1: MANTENIMIENTO

JORNADAS DE 48 HORAS SEMANALES POR MES

|         | BASICO<br>48 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|
| INICIAL | 209.069,08      |            | 209.069,08 |
| 1       | 209.069,08      | 2.090,69   | 211.159,77 |
| 2       | 209.069,08      | 4.181,38   | 213.250,46 |
| 3       | 209.069,08      | 6.272,07   | 215.341,15 |
| 4       | 209.069,08      | 8.362,76   | 217.431,84 |
| 5       | 209.069,08      | 10.453,45  | 219.522,53 |
| 6       | 209.069,08      | 12.544,14  | 221.613,22 |
| 7       | 209.069,08      | 14.634,84  | 223.703,91 |
| 8       | 209.069,08      | 16.725,53  | 225.794,60 |
| 9       | 209.069,08      | 18.816,22  | 227.885,30 |
| 10      | 209.069,08      | 20.906,91  | 229.975,99 |
| 11      | 209.069,08      | 22.997,60  | 232.066,68 |
| 12      | 209.069,08      | 25.088,29  | 234.157,37 |
| 13      | 209.069,08      | 27.178,98  | 236.248,06 |
| 14      | 209.069,08      | 29.269,67  | 238.338,75 |
| 15      | 209.069,08      | 31.360,36  | 240.429,44 |
| 16      | 209.069,08      | 33.451,05  | 242.520,13 |
| 17      | 209.069,08      | 35.541,74  | 244.610,82 |
| 18      | 209.069,08      | 37.632,43  | 246.701,51 |
| 19      | 209.069,08      | 39.723,12  | 248.792,20 |
| 20      | 209.069,08      | 41.813,82  | 250.882,89 |
| 21      | 209.069,08      | 43.904,51  | 252.973,59 |
| 22      | 209.069,08      | 45.995,20  | 255.064,28 |
| 23      | 209.069,08      | 48.085,89  | 257.154,97 |
| 24      | 209.069,08      | 50.176,58  | 259.245,66 |
| 25      | 209.069,08      | 52.267,27  | 261.336,35 |
| 26      | 209.069,08      | 54.357,96  | 263.427,04 |
| 27      | 209.069,08      | 56.448,65  | 265.517,73 |
| 28      | 209.069,08      | 58.539,34  | 267.608,42 |
| 29      | 209.069,08      | 60.630,03  | 269.699,11 |
| 30      | 209.069,08      | 62.720,72  | 271.789,80 |
| 31      | 209.069,08      | 64.811,41  | 273.880,49 |
| 32      | 209.069,08      | 66.902,11  | 275.971,18 |
| 33      | 209.069,08      | 68.992,80  | 278.061,87 |
| 34      | 209.069,08      | 71.083,49  | 280.152,57 |
| 35      | 209.069,08      | 73.174,18  | 282.243,26 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN COMPLEMENTARIA ESTABLECIDA POR EL ART. 11º Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Gabriel Lopez  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.

  
Armando Cavalieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriena Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 2: ADMINISTRATIVO  
JORNADAS DE 48 HORAS SEMANALES POR MES

|         | BASICO<br>48 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|
| INICIAL | 209.518,47      |            | 209.518,47 |
| 1       | 209.518,47      | 2.095,18   | 211.613,66 |
| 2       | 209.518,47      | 4.190,37   | 213.708,84 |
| 3       | 209.518,47      | 6.285,55   | 215.804,03 |
| 4       | 209.518,47      | 8.380,74   | 217.899,21 |
| 5       | 209.518,47      | 10.475,92  | 219.994,40 |
| 6       | 209.518,47      | 12.571,11  | 222.089,58 |
| 7       | 209.518,47      | 14.666,29  | 224.184,77 |
| 8       | 209.518,47      | 16.761,48  | 226.279,95 |
| 9       | 209.518,47      | 18.856,66  | 228.375,14 |
| 10      | 209.518,47      | 20.951,85  | 230.470,32 |
| 11      | 209.518,47      | 23.047,03  | 232.565,50 |
| 12      | 209.518,47      | 25.142,22  | 234.660,69 |
| 13      | 209.518,47      | 27.237,40  | 236.755,87 |
| 14      | 209.518,47      | 29.332,59  | 238.851,06 |
| 15      | 209.518,47      | 31.427,77  | 240.946,24 |
| 16      | 209.518,47      | 33.522,96  | 243.041,43 |
| 17      | 209.518,47      | 35.618,14  | 245.136,61 |
| 18      | 209.518,47      | 37.713,33  | 247.231,80 |
| 19      | 209.518,47      | 39.808,51  | 249.326,98 |
| 20      | 209.518,47      | 41.903,69  | 251.422,17 |
| 21      | 209.518,47      | 43.998,88  | 253.517,35 |
| 22      | 209.518,47      | 46.094,06  | 255.612,54 |
| 23      | 209.518,47      | 48.189,25  | 257.707,72 |
| 24      | 209.518,47      | 50.284,43  | 259.802,91 |
| 25      | 209.518,47      | 52.379,62  | 261.898,09 |
| 26      | 209.518,47      | 54.474,80  | 263.993,28 |
| 27      | 209.518,47      | 56.569,99  | 266.088,46 |
| 28      | 209.518,47      | 58.665,17  | 268.183,64 |
| 29      | 209.518,47      | 60.760,36  | 270.278,83 |
| 30      | 209.518,47      | 62.855,54  | 272.374,01 |
| 31      | 209.518,47      | 64.950,73  | 274.469,20 |
| 32      | 209.518,47      | 67.045,91  | 276.564,38 |
| 33      | 209.518,47      | 69.141,10  | 278.659,57 |
| 34      | 209.518,47      | 71.236,28  | 280.754,75 |
| 35      | 209.518,47      | 73.331,47  | 282.849,94 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

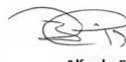
  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
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César Guerrero  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 20, 21 y 22 HORAS SEMANALES POR MES

|         | BASICO<br>20 HS | ANT.<br>\$ | TOTAL      | BASICO<br>21 HS | ANT.<br>\$ | TOTAL      | BASICO<br>22 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 87.299,38       |            | 87.299,38  | 91.664,36       |            | 91.664,36  | 96.029,27       |            | 96.029,27  |
| 1       | 87.299,38       | 872,99     | 88.172,38  | 91.664,36       | 916,64     | 92.581,00  | 96.029,27       | 960,29     | 96.989,56  |
| 2       | 87.299,38       | 1.745,99   | 89.045,37  | 91.664,36       | 1.833,29   | 93.497,64  | 96.029,27       | 1.920,59   | 97.949,85  |
| 3       | 87.299,38       | 2.618,98   | 89.918,36  | 91.664,36       | 2.749,93   | 94.414,29  | 96.029,27       | 2.880,88   | 98.910,15  |
| 4       | 87.299,38       | 3.491,98   | 90.791,36  | 91.664,36       | 3.666,57   | 95.330,93  | 96.029,27       | 3.841,17   | 99.870,44  |
| 5       | 87.299,38       | 4.364,97   | 91.664,35  | 91.664,36       | 4.583,22   | 96.247,58  | 96.029,27       | 4.801,46   | 100.830,73 |
| 6       | 87.299,38       | 5.237,96   | 92.537,34  | 91.664,36       | 5.499,86   | 97.164,22  | 96.029,27       | 5.761,76   | 101.791,03 |
| 7       | 87.299,38       | 6.110,96   | 93.410,34  | 91.664,36       | 6.416,51   | 98.080,86  | 96.029,27       | 6.722,05   | 102.751,32 |
| 8       | 87.299,38       | 6.983,95   | 94.283,33  | 91.664,36       | 7.333,15   | 98.997,51  | 96.029,27       | 7.682,34   | 103.711,61 |
| 9       | 87.299,38       | 7.856,94   | 95.156,33  | 91.664,36       | 8.249,79   | 99.914,15  | 96.029,27       | 8.642,63   | 104.671,90 |
| 10      | 87.299,38       | 8.729,94   | 96.029,32  | 91.664,36       | 9.166,44   | 100.830,79 | 96.029,27       | 9.602,93   | 105.632,20 |
| 11      | 87.299,38       | 9.602,93   | 96.902,31  | 91.664,36       | 10.083,08  | 101.747,44 | 96.029,27       | 10.563,22  | 106.592,49 |
| 12      | 87.299,38       | 10.475,93  | 97.775,31  | 91.664,36       | 10.999,72  | 102.664,08 | 96.029,27       | 11.523,51  | 107.552,78 |
| 13      | 87.299,38       | 11.348,92  | 98.648,31  | 91.664,36       | 11.916,37  | 103.580,72 | 96.029,27       | 12.483,81  | 108.513,07 |
| 14      | 87.299,38       | 12.221,91  | 99.521,30  | 91.664,36       | 12.833,01  | 104.497,37 | 96.029,27       | 13.444,10  | 109.473,37 |
| 15      | 87.299,38       | 13.094,91  | 100.394,30 | 91.664,36       | 13.749,65  | 105.414,01 | 96.029,27       | 14.404,39  | 110.433,66 |
| 16      | 87.299,38       | 13.967,90  | 101.267,29 | 91.664,36       | 14.666,30  | 106.330,65 | 96.029,27       | 15.364,68  | 111.393,95 |
| 17      | 87.299,38       | 14.840,89  | 102.140,28 | 91.664,36       | 15.582,94  | 107.247,30 | 96.029,27       | 16.324,98  | 112.354,25 |
| 18      | 87.299,38       | 15.713,89  | 103.013,27 | 91.664,36       | 16.499,58  | 108.163,94 | 96.029,27       | 17.285,27  | 113.314,54 |
| 19      | 87.299,38       | 16.586,88  | 103.886,26 | 91.664,36       | 17.416,23  | 109.080,59 | 96.029,27       | 18.245,56  | 114.274,83 |
| 20      | 87.299,38       | 17.459,88  | 104.759,26 | 91.664,36       | 18.332,87  | 109.997,23 | 96.029,27       | 19.205,85  | 115.235,12 |
| 21      | 87.299,38       | 18.332,87  | 105.632,25 | 91.664,36       | 19.249,52  | 110.913,87 | 96.029,27       | 20.166,15  | 116.195,42 |
| 22      | 87.299,38       | 19.205,86  | 106.505,25 | 91.664,36       | 20.166,16  | 111.830,52 | 96.029,27       | 21.126,44  | 117.155,71 |
| 23      | 87.299,38       | 20.078,86  | 107.378,24 | 91.664,36       | 21.082,80  | 112.747,16 | 96.029,27       | 22.086,73  | 118.116,00 |
| 24      | 87.299,38       | 20.951,85  | 108.251,24 | 91.664,36       | 21.999,45  | 113.663,80 | 96.029,27       | 23.047,02  | 119.076,29 |
| 25      | 87.299,38       | 21.824,85  | 109.124,24 | 91.664,36       | 22.916,09  | 114.580,45 | 96.029,27       | 24.007,32  | 120.036,59 |
| 26      | 87.299,38       | 22.697,84  | 109.997,23 | 91.664,36       | 23.832,73  | 115.497,09 | 96.029,27       | 24.967,61  | 120.996,88 |
| 27      | 87.299,38       | 23.570,83  | 110.870,21 | 91.664,36       | 24.749,38  | 116.413,73 | 96.029,27       | 25.927,90  | 121.957,17 |
| 28      | 87.299,38       | 24.443,83  | 111.743,21 | 91.664,36       | 25.666,02  | 117.330,38 | 96.029,27       | 26.888,20  | 122.917,46 |
| 29      | 87.299,38       | 25.316,82  | 112.616,20 | 91.664,36       | 26.582,66  | 118.247,02 | 96.029,27       | 27.848,49  | 123.877,76 |
| 30      | 87.299,38       | 26.189,81  | 113.489,20 | 91.664,36       | 27.499,31  | 119.163,67 | 96.029,27       | 28.808,78  | 124.838,05 |
| 31      | 87.299,38       | 27.062,81  | 114.362,19 | 91.664,36       | 28.415,95  | 120.080,31 | 96.029,27       | 29.769,07  | 125.798,34 |
| 32      | 87.299,38       | 27.935,80  | 115.235,18 | 91.664,36       | 29.332,59  | 120.996,95 | 96.029,27       | 30.729,37  | 126.758,64 |
| 33      | 87.299,38       | 28.808,80  | 116.108,18 | 91.664,36       | 30.249,24  | 121.913,60 | 96.029,27       | 31.689,66  | 127.718,93 |
| 34      | 87.299,38       | 29.681,79  | 116.981,18 | 91.664,36       | 31.165,88  | 122.830,24 | 96.029,27       | 32.649,95  | 128.679,22 |
| 35      | 87.299,38       | 30.554,78  | 117.854,17 | 91.664,36       | 32.082,53  | 123.746,88 | 96.029,27       | 33.610,24  | 129.639,51 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
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FAECYS

  
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Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Lovgren  
Secretario de Asuntos Laborales  
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Armando Cavalieri  
Secretario General

  
José Gonzalez  
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Meriena Peulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 23, 24 y 25 HORAS SEMANALES POR MES

|         | BASICO<br>23 HS | ANT.<br>\$ | TOTAL      | BASICO<br>24 HS | ANT.<br>\$ | TOTAL      | BASICO<br>25 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 100.394,29      |            | 100.394,29 | 104.759,21      |            | 104.759,21 | 109.124,18      |            | 109.124,18 |
| 1       | 100.394,29      | 1.003,94   | 101.398,23 | 104.759,21      | 1.047,59   | 105.806,80 | 109.124,18      | 1.091,24   | 110.215,43 |
| 2       | 100.394,29      | 2.007,89   | 102.402,17 | 104.759,21      | 2.095,18   | 106.854,39 | 109.124,18      | 2.182,48   | 111.306,67 |
| 3       | 100.394,29      | 3.011,83   | 103.406,12 | 104.759,21      | 3.142,78   | 107.901,99 | 109.124,18      | 3.273,73   | 112.397,91 |
| 4       | 100.394,29      | 4.015,77   | 104.410,06 | 104.759,21      | 4.190,37   | 108.949,58 | 109.124,18      | 4.364,97   | 113.489,15 |
| 5       | 100.394,29      | 5.019,71   | 105.414,00 | 104.759,21      | 5.237,96   | 109.997,17 | 109.124,18      | 5.456,21   | 114.580,39 |
| 6       | 100.394,29      | 6.023,66   | 106.417,94 | 104.759,21      | 6.285,55   | 111.044,76 | 109.124,18      | 6.547,45   | 115.671,64 |
| 7       | 100.394,29      | 7.027,60   | 107.421,89 | 104.759,21      | 7.333,14   | 112.092,35 | 109.124,18      | 7.638,69   | 116.762,88 |
| 8       | 100.394,29      | 8.031,54   | 108.425,83 | 104.759,21      | 8.380,74   | 113.139,95 | 109.124,18      | 8.729,93   | 117.854,12 |
| 9       | 100.394,29      | 9.035,49   | 109.429,77 | 104.759,21      | 9.428,33   | 114.187,54 | 109.124,18      | 9.821,18   | 118.945,36 |
| 10      | 100.394,29      | 10.039,43  | 110.433,72 | 104.759,21      | 10.475,92  | 115.235,13 | 109.124,18      | 10.912,42  | 120.036,60 |
| 11      | 100.394,29      | 11.043,37  | 111.437,66 | 104.759,21      | 11.523,51  | 116.282,72 | 109.124,18      | 12.003,66  | 121.127,84 |
| 12      | 100.394,29      | 12.047,31  | 112.441,60 | 104.759,21      | 12.571,11  | 117.330,31 | 109.124,18      | 13.094,90  | 122.219,09 |
| 13      | 100.394,29      | 13.051,26  | 113.445,54 | 104.759,21      | 13.618,70  | 118.377,91 | 109.124,18      | 14.186,14  | 123.310,33 |
| 14      | 100.394,29      | 14.055,20  | 114.449,49 | 104.759,21      | 14.666,29  | 119.425,50 | 109.124,18      | 15.277,39  | 124.401,57 |
| 15      | 100.394,29      | 15.059,14  | 115.453,43 | 104.759,21      | 15.713,88  | 120.473,09 | 109.124,18      | 16.368,63  | 125.492,81 |
| 16      | 100.394,29      | 16.063,09  | 116.457,37 | 104.759,21      | 16.761,47  | 121.520,68 | 109.124,18      | 17.459,87  | 126.584,05 |
| 17      | 100.394,29      | 17.067,03  | 117.461,32 | 104.759,21      | 17.809,07  | 122.568,28 | 109.124,18      | 18.551,11  | 127.675,30 |
| 18      | 100.394,29      | 18.070,97  | 118.465,26 | 104.759,21      | 18.856,66  | 123.615,87 | 109.124,18      | 19.642,35  | 128.766,54 |
| 19      | 100.394,29      | 19.074,91  | 119.469,20 | 104.759,21      | 19.904,25  | 124.663,46 | 109.124,18      | 20.733,60  | 129.857,78 |
| 20      | 100.394,29      | 20.078,86  | 120.473,14 | 104.759,21      | 20.951,84  | 125.711,05 | 109.124,18      | 21.824,84  | 130.949,02 |
| 21      | 100.394,29      | 21.082,80  | 121.477,09 | 104.759,21      | 21.999,43  | 126.758,64 | 109.124,18      | 22.916,08  | 132.040,26 |
| 22      | 100.394,29      | 22.086,74  | 122.481,03 | 104.759,21      | 23.047,03  | 127.806,24 | 109.124,18      | 24.007,32  | 133.131,51 |
| 23      | 100.394,29      | 23.090,69  | 123.484,97 | 104.759,21      | 24.094,62  | 128.853,83 | 109.124,18      | 25.098,56  | 134.222,75 |
| 24      | 100.394,29      | 24.094,63  | 124.488,92 | 104.759,21      | 25.142,21  | 129.901,42 | 109.124,18      | 26.189,80  | 135.313,99 |
| 25      | 100.394,29      | 25.098,57  | 125.492,86 | 104.759,21      | 26.189,80  | 130.949,01 | 109.124,18      | 27.281,05  | 136.405,23 |
| 26      | 100.394,29      | 26.102,51  | 126.496,80 | 104.759,21      | 27.237,39  | 131.996,60 | 109.124,18      | 28.372,29  | 137.496,47 |
| 27      | 100.394,29      | 27.106,46  | 127.500,74 | 104.759,21      | 28.284,99  | 133.044,20 | 109.124,18      | 29.463,53  | 138.587,71 |
| 28      | 100.394,29      | 28.110,40  | 128.504,69 | 104.759,21      | 29.332,58  | 134.091,79 | 109.124,18      | 30.554,77  | 139.678,96 |
| 29      | 100.394,29      | 29.114,34  | 129.508,63 | 104.759,21      | 30.380,17  | 135.139,38 | 109.124,18      | 31.646,01  | 140.770,20 |
| 30      | 100.394,29      | 30.118,29  | 130.512,57 | 104.759,21      | 31.427,76  | 136.186,97 | 109.124,18      | 32.737,26  | 141.861,44 |
| 31      | 100.394,29      | 31.122,23  | 131.516,52 | 104.759,21      | 32.475,35  | 137.234,56 | 109.124,18      | 33.828,50  | 142.952,68 |
| 32      | 100.394,29      | 32.126,17  | 132.520,46 | 104.759,21      | 33.522,95  | 138.282,16 | 109.124,18      | 34.919,74  | 144.043,92 |
| 33      | 100.394,29      | 33.130,11  | 133.524,40 | 104.759,21      | 34.570,54  | 139.329,75 | 109.124,18      | 36.010,98  | 145.135,17 |
| 34      | 100.394,29      | 34.134,06  | 134.528,34 | 104.759,21      | 35.618,13  | 140.377,34 | 109.124,18      | 37.102,22  | 146.226,41 |
| 35      | 100.394,29      | 35.138,00  | 135.532,29 | 104.759,21      | 36.665,72  | 141.424,93 | 109.124,18      | 38.193,46  | 147.317,65 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Cdectivas  
FAECYS

  
César Guerrero  
Secretario de Empleo, Medicina  
y Seguridad en el Trabajo  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 26, 27 y 28 HORAS SEMANALES POR MES

|         | BASICO<br>26 HS | ANT.<br>\$ | TOTAL      | BASICO<br>27 HS | ANT.<br>\$ | TOTAL      | BASICO<br>28 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 113.489,27      |            | 113.489,27 | 117.854,10      |            | 117.854,10 | 122.219,12      |            | 122.219,12 |
| 1       | 113.489,27      | 1.134,89   | 114.624,16 | 117.854,10      | 1.178,54   | 119.032,65 | 122.219,12      | 1.222,19   | 123.441,31 |
| 2       | 113.489,27      | 2.269,79   | 115.759,05 | 117.854,10      | 2.357,08   | 120.211,19 | 122.219,12      | 2.444,38   | 124.663,50 |
| 3       | 113.489,27      | 3.404,68   | 116.893,94 | 117.854,10      | 3.535,62   | 121.389,73 | 122.219,12      | 3.666,57   | 125.885,70 |
| 4       | 113.489,27      | 4.539,57   | 118.028,84 | 117.854,10      | 4.714,16   | 122.568,27 | 122.219,12      | 4.888,76   | 127.107,89 |
| 5       | 113.489,27      | 5.674,46   | 119.163,73 | 117.854,10      | 5.892,71   | 123.746,81 | 122.219,12      | 6.110,96   | 128.330,08 |
| 6       | 113.489,27      | 6.809,36   | 120.298,62 | 117.854,10      | 7.071,25   | 124.925,35 | 122.219,12      | 7.333,15   | 129.552,27 |
| 7       | 113.489,27      | 7.944,25   | 121.433,52 | 117.854,10      | 8.249,79   | 126.103,89 | 122.219,12      | 8.555,34   | 130.774,46 |
| 8       | 113.489,27      | 9.079,14   | 122.568,41 | 117.854,10      | 9.428,33   | 127.282,43 | 122.219,12      | 9.777,53   | 131.996,65 |
| 9       | 113.489,27      | 10.214,03  | 123.703,30 | 117.854,10      | 10.606,87  | 128.460,97 | 122.219,12      | 10.999,72  | 133.218,84 |
| 10      | 113.489,27      | 11.348,93  | 124.838,19 | 117.854,10      | 11.785,41  | 129.639,52 | 122.219,12      | 12.221,91  | 134.441,03 |
| 11      | 113.489,27      | 12.483,82  | 125.973,09 | 117.854,10      | 12.963,95  | 130.818,06 | 122.219,12      | 13.444,10  | 135.663,23 |
| 12      | 113.489,27      | 13.618,71  | 127.107,98 | 117.854,10      | 14.142,49  | 131.996,60 | 122.219,12      | 14.666,29  | 136.885,42 |
| 13      | 113.489,27      | 14.753,60  | 128.242,87 | 117.854,10      | 15.321,03  | 133.175,14 | 122.219,12      | 15.888,49  | 138.107,61 |
| 14      | 113.489,27      | 15.888,50  | 129.377,76 | 117.854,10      | 16.499,57  | 134.353,68 | 122.219,12      | 17.110,68  | 139.329,79 |
| 15      | 113.489,27      | 17.023,39  | 130.512,66 | 117.854,10      | 17.678,12  | 135.532,22 | 122.219,12      | 18.332,87  | 140.551,98 |
| 16      | 113.489,27      | 18.158,28  | 131.647,55 | 117.854,10      | 18.856,66  | 136.710,76 | 122.219,12      | 19.555,06  | 141.774,17 |
| 17      | 113.489,27      | 19.293,18  | 132.782,44 | 117.854,10      | 20.035,20  | 137.889,30 | 122.219,12      | 20.777,25  | 142.996,36 |
| 18      | 113.489,27      | 20.428,07  | 133.917,33 | 117.854,10      | 21.213,74  | 139.067,84 | 122.219,12      | 21.999,44  | 144.218,55 |
| 19      | 113.489,27      | 21.562,96  | 135.052,23 | 117.854,10      | 22.392,28  | 140.246,38 | 122.219,12      | 23.221,63  | 145.440,76 |
| 20      | 113.489,27      | 22.697,85  | 136.187,12 | 117.854,10      | 23.570,82  | 141.424,93 | 122.219,12      | 24.443,82  | 146.662,95 |
| 21      | 113.489,27      | 23.832,75  | 137.322,01 | 117.854,10      | 24.749,36  | 142.603,47 | 122.219,12      | 25.666,02  | 147.885,14 |
| 22      | 113.489,27      | 24.967,64  | 138.456,91 | 117.854,10      | 25.927,90  | 143.782,01 | 122.219,12      | 26.888,21  | 149.107,32 |
| 23      | 113.489,27      | 26.102,53  | 139.591,80 | 117.854,10      | 27.106,44  | 144.960,55 | 122.219,12      | 28.110,40  | 150.329,51 |
| 24      | 113.489,27      | 27.237,42  | 140.726,69 | 117.854,10      | 28.284,99  | 146.139,09 | 122.219,12      | 29.332,59  | 151.551,70 |
| 25      | 113.489,27      | 28.372,32  | 141.861,58 | 117.854,10      | 29.463,53  | 147.317,63 | 122.219,12      | 30.554,78  | 152.773,89 |
| 26      | 113.489,27      | 29.507,21  | 142.996,48 | 117.854,10      | 30.642,07  | 148.496,17 | 122.219,12      | 31.776,97  | 153.996,08 |
| 27      | 113.489,27      | 30.642,10  | 144.131,37 | 117.854,10      | 31.820,61  | 149.674,71 | 122.219,12      | 32.999,16  | 155.218,29 |
| 28      | 113.489,27      | 31.776,99  | 145.266,26 | 117.854,10      | 32.999,15  | 150.853,25 | 122.219,12      | 34.221,35  | 156.440,48 |
| 29      | 113.489,27      | 32.911,89  | 146.401,16 | 117.854,10      | 34.177,69  | 152.031,80 | 122.219,12      | 35.443,55  | 157.662,66 |
| 30      | 113.489,27      | 34.046,78  | 147.536,05 | 117.854,10      | 35.356,23  | 153.210,34 | 122.219,12      | 36.665,74  | 158.884,86 |
| 31      | 113.489,27      | 35.181,67  | 148.670,94 | 117.854,10      | 36.534,77  | 154.388,88 | 122.219,12      | 37.887,93  | 160.107,05 |
| 32      | 113.489,27      | 36.316,57  | 149.805,83 | 117.854,10      | 37.713,31  | 155.567,42 | 122.219,12      | 39.110,12  | 161.329,24 |
| 33      | 113.489,27      | 37.451,46  | 150.940,72 | 117.854,10      | 38.891,85  | 156.745,96 | 122.219,12      | 40.332,31  | 162.551,43 |
| 34      | 113.489,27      | 38.586,35  | 152.075,62 | 117.854,10      | 40.070,40  | 157.924,50 | 122.219,12      | 41.554,50  | 163.773,62 |
| 35      | 113.489,27      | 39.721,24  | 153.210,51 | 117.854,10      | 41.248,94  | 159.103,04 | 122.219,12      | 42.776,69  | 164.995,82 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Lopera  
Secretario de Asuntos Laborales  
de FAECYS

  
Armando Cavalieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 29, 30 y 31 HORAS SEMANALES POR MES

|         | BASICO<br>29 HS | ANT.<br>\$ | TOTAL      | BASICO<br>30 HS | ANT.<br>\$ | TOTAL      | BASICO<br>31 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 126.584,08      |            | 126.584,08 | 130.949,09      |            | 130.949,09 | 135.313,97      |            | 135.313,97 |
| 1       | 126.584,08      | 1.265,84   | 127.849,92 | 130.949,09      | 1.309,49   | 132.258,58 | 135.313,97      | 1.353,14   | 136.667,11 |
| 2       | 126.584,08      | 2.531,68   | 129.115,76 | 130.949,09      | 2.618,98   | 133.568,08 | 135.313,97      | 2.706,28   | 138.020,25 |
| 3       | 126.584,08      | 3.797,52   | 130.381,60 | 130.949,09      | 3.928,47   | 134.877,57 | 135.313,97      | 4.059,42   | 139.373,39 |
| 4       | 126.584,08      | 5.063,36   | 131.647,44 | 130.949,09      | 5.237,96   | 136.187,06 | 135.313,97      | 5.412,56   | 140.726,53 |
| 5       | 126.584,08      | 6.329,20   | 132.913,28 | 130.949,09      | 6.547,45   | 137.496,55 | 135.313,97      | 6.765,70   | 142.079,67 |
| 6       | 126.584,08      | 7.595,04   | 134.179,12 | 130.949,09      | 7.856,95   | 138.806,04 | 135.313,97      | 8.118,84   | 143.432,81 |
| 7       | 126.584,08      | 8.860,89   | 135.444,96 | 130.949,09      | 9.166,44   | 140.115,53 | 135.313,97      | 9.471,98   | 144.785,95 |
| 8       | 126.584,08      | 10.126,73  | 136.710,80 | 130.949,09      | 10.475,93  | 141.425,02 | 135.313,97      | 10.825,12  | 146.139,09 |
| 9       | 126.584,08      | 11.392,57  | 137.976,64 | 130.949,09      | 11.785,42  | 142.734,51 | 135.313,97      | 12.178,26  | 147.492,23 |
| 10      | 126.584,08      | 12.658,41  | 139.242,48 | 130.949,09      | 13.094,91  | 144.044,00 | 135.313,97      | 13.531,40  | 148.845,37 |
| 11      | 126.584,08      | 13.924,25  | 140.508,32 | 130.949,09      | 14.404,40  | 145.353,49 | 135.313,97      | 14.884,54  | 150.198,51 |
| 12      | 126.584,08      | 15.190,09  | 141.774,16 | 130.949,09      | 15.713,89  | 146.662,99 | 135.313,97      | 16.237,68  | 151.551,65 |
| 13      | 126.584,08      | 16.455,93  | 143.040,01 | 130.949,09      | 17.023,38  | 147.972,48 | 135.313,97      | 17.590,82  | 152.904,79 |
| 14      | 126.584,08      | 17.721,77  | 144.305,85 | 130.949,09      | 18.332,87  | 149.281,97 | 135.313,97      | 18.943,96  | 154.257,93 |
| 15      | 126.584,08      | 18.987,61  | 145.571,69 | 130.949,09      | 19.642,36  | 150.591,46 | 135.313,97      | 20.297,10  | 155.611,07 |
| 16      | 126.584,08      | 20.253,45  | 146.837,53 | 130.949,09      | 20.951,86  | 151.900,95 | 135.313,97      | 21.650,24  | 156.964,21 |
| 17      | 126.584,08      | 21.519,29  | 148.103,37 | 130.949,09      | 22.261,35  | 153.210,44 | 135.313,97      | 23.003,38  | 158.317,35 |
| 18      | 126.584,08      | 22.785,13  | 149.369,21 | 130.949,09      | 23.570,84  | 154.519,93 | 135.313,97      | 24.356,52  | 159.670,49 |
| 19      | 126.584,08      | 24.050,97  | 150.635,05 | 130.949,09      | 24.880,33  | 155.829,42 | 135.313,97      | 25.709,65  | 161.023,63 |
| 20      | 126.584,08      | 25.316,82  | 151.900,89 | 130.949,09      | 26.189,82  | 157.138,91 | 135.313,97      | 27.062,79  | 162.376,77 |
| 21      | 126.584,08      | 26.582,66  | 153.166,73 | 130.949,09      | 27.499,31  | 158.448,40 | 135.313,97      | 28.415,93  | 163.729,91 |
| 22      | 126.584,08      | 27.848,50  | 154.432,57 | 130.949,09      | 28.808,80  | 159.757,89 | 135.313,97      | 29.769,07  | 165.083,05 |
| 23      | 126.584,08      | 29.114,34  | 155.698,41 | 130.949,09      | 30.118,29  | 161.067,39 | 135.313,97      | 31.122,21  | 166.436,19 |
| 24      | 126.584,08      | 30.380,18  | 156.964,25 | 130.949,09      | 31.427,78  | 162.376,88 | 135.313,97      | 32.475,35  | 167.789,33 |
| 25      | 126.584,08      | 31.646,02  | 158.230,09 | 130.949,09      | 32.737,27  | 163.686,37 | 135.313,97      | 33.828,49  | 169.142,47 |
| 26      | 126.584,08      | 32.911,86  | 159.495,94 | 130.949,09      | 34.046,76  | 164.995,86 | 135.313,97      | 35.181,63  | 170.495,61 |
| 27      | 126.584,08      | 34.177,70  | 160.761,78 | 130.949,09      | 35.356,26  | 166.305,35 | 135.313,97      | 36.534,77  | 171.848,75 |
| 28      | 126.584,08      | 35.443,54  | 162.027,62 | 130.949,09      | 36.665,75  | 167.614,84 | 135.313,97      | 37.887,91  | 173.201,89 |
| 29      | 126.584,08      | 36.709,38  | 163.293,46 | 130.949,09      | 37.975,24  | 168.924,33 | 135.313,97      | 39.241,05  | 174.555,03 |
| 30      | 126.584,08      | 37.975,22  | 164.559,30 | 130.949,09      | 39.284,73  | 170.233,82 | 135.313,97      | 40.594,19  | 175.908,17 |
| 31      | 126.584,08      | 39.241,06  | 165.825,14 | 130.949,09      | 40.594,22  | 171.543,31 | 135.313,97      | 41.947,33  | 177.261,31 |
| 32      | 126.584,08      | 40.506,90  | 167.090,98 | 130.949,09      | 41.903,71  | 172.852,80 | 135.313,97      | 43.300,47  | 178.614,45 |
| 33      | 126.584,08      | 41.772,75  | 168.356,82 | 130.949,09      | 43.213,20  | 174.162,29 | 135.313,97      | 44.653,61  | 179.967,58 |
| 34      | 126.584,08      | 43.038,59  | 169.622,66 | 130.949,09      | 44.522,69  | 175.471,79 | 135.313,97      | 46.006,75  | 181.320,72 |
| 35      | 126.584,08      | 44.304,43  | 170.888,50 | 130.949,09      | 45.832,18  | 176.781,28 | 135.313,97      | 47.359,89  | 182.673,86 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Ariaga  
Secretario de Convenciones Colectivas  
FAECYS

  
Cesar Guerrero  
Secretario de Planteo, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Lopez  
Secretario de Asesoría Laborales  
de FAECYS

  
Armando Cavalieri  
Secretario General

  
Jose Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 32, 33 y 34 HORAS SEMANALES POR MES

|         | BASICO<br>32 HS | ANT.<br>\$ | TOTAL      | BASICO<br>33 HS | ANT.<br>\$ | TOTAL      | BASICO<br>34 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 139.679,02      |            | 139.679,02 | 144.044,03      |            | 144.044,03 | 148.408,90      |            | 148.408,90 |
| 1       | 139.679,02      | 1.396,79   | 141.075,81 | 144.044,03      | 1.440,44   | 145.484,47 | 148.408,90      | 1.484,09   | 149.892,99 |
| 2       | 139.679,02      | 2.793,58   | 142.472,60 | 144.044,03      | 2.880,88   | 146.924,91 | 148.408,90      | 2.968,18   | 151.377,08 |
| 3       | 139.679,02      | 4.190,37   | 143.869,39 | 144.044,03      | 4.321,32   | 148.365,35 | 148.408,90      | 4.452,27   | 152.861,17 |
| 4       | 139.679,02      | 5.587,16   | 145.266,18 | 144.044,03      | 5.761,76   | 149.805,79 | 148.408,90      | 5.936,36   | 154.345,26 |
| 5       | 139.679,02      | 6.983,95   | 146.662,97 | 144.044,03      | 7.202,20   | 151.246,23 | 148.408,90      | 7.420,45   | 155.829,35 |
| 6       | 139.679,02      | 8.380,74   | 148.059,76 | 144.044,03      | 8.642,64   | 152.686,67 | 148.408,90      | 8.904,53   | 157.313,43 |
| 7       | 139.679,02      | 9.777,53   | 149.456,55 | 144.044,03      | 10.083,08  | 154.127,11 | 148.408,90      | 10.388,62  | 158.797,52 |
| 8       | 139.679,02      | 11.174,32  | 150.853,34 | 144.044,03      | 11.523,52  | 155.567,55 | 148.408,90      | 11.872,71  | 160.281,61 |
| 9       | 139.679,02      | 12.571,11  | 152.250,14 | 144.044,03      | 12.963,96  | 157.007,99 | 148.408,90      | 13.356,80  | 161.765,70 |
| 10      | 139.679,02      | 13.967,90  | 153.646,93 | 144.044,03      | 14.404,40  | 158.448,43 | 148.408,90      | 14.840,89  | 163.249,79 |
| 11      | 139.679,02      | 15.364,69  | 155.043,72 | 144.044,03      | 15.844,84  | 159.888,87 | 148.408,90      | 16.324,98  | 164.733,88 |
| 12      | 139.679,02      | 16.761,48  | 156.440,51 | 144.044,03      | 17.285,28  | 161.329,31 | 148.408,90      | 17.809,07  | 166.217,97 |
| 13      | 139.679,02      | 18.158,27  | 157.837,30 | 144.044,03      | 18.725,72  | 162.769,75 | 148.408,90      | 19.293,16  | 167.702,06 |
| 14      | 139.679,02      | 19.555,06  | 159.234,09 | 144.044,03      | 20.166,16  | 164.210,19 | 148.408,90      | 20.777,25  | 169.186,15 |
| 15      | 139.679,02      | 20.951,85  | 160.630,88 | 144.044,03      | 21.606,60  | 165.650,64 | 148.408,90      | 22.261,34  | 170.670,24 |
| 16      | 139.679,02      | 22.348,64  | 162.027,67 | 144.044,03      | 23.047,04  | 167.091,08 | 148.408,90      | 23.745,42  | 172.154,32 |
| 17      | 139.679,02      | 23.745,43  | 163.424,46 | 144.044,03      | 24.487,49  | 168.531,52 | 148.408,90      | 25.229,51  | 173.638,41 |
| 18      | 139.679,02      | 25.142,22  | 164.821,25 | 144.044,03      | 25.927,93  | 169.971,96 | 148.408,90      | 26.713,60  | 175.122,50 |
| 19      | 139.679,02      | 26.539,01  | 166.218,04 | 144.044,03      | 27.368,37  | 171.412,40 | 148.408,90      | 28.197,69  | 176.606,59 |
| 20      | 139.679,02      | 27.935,80  | 167.614,83 | 144.044,03      | 28.808,81  | 172.852,84 | 148.408,90      | 29.681,78  | 178.090,68 |
| 21      | 139.679,02      | 29.332,59  | 169.011,62 | 144.044,03      | 30.249,25  | 174.293,28 | 148.408,90      | 31.165,87  | 179.574,77 |
| 22      | 139.679,02      | 30.729,39  | 170.408,41 | 144.044,03      | 31.689,69  | 175.733,72 | 148.408,90      | 32.649,96  | 181.058,86 |
| 23      | 139.679,02      | 32.126,18  | 171.805,20 | 144.044,03      | 33.130,13  | 177.174,16 | 148.408,90      | 34.134,05  | 182.542,95 |
| 24      | 139.679,02      | 33.522,97  | 173.201,99 | 144.044,03      | 34.570,57  | 178.614,60 | 148.408,90      | 35.618,14  | 184.027,04 |
| 25      | 139.679,02      | 34.919,76  | 174.598,78 | 144.044,03      | 36.011,01  | 180.055,04 | 148.408,90      | 37.102,23  | 185.511,13 |
| 26      | 139.679,02      | 36.316,55  | 175.995,57 | 144.044,03      | 37.451,45  | 181.495,48 | 148.408,90      | 38.586,31  | 186.995,21 |
| 27      | 139.679,02      | 37.713,34  | 177.392,36 | 144.044,03      | 38.891,89  | 182.935,92 | 148.408,90      | 40.070,40  | 188.479,30 |
| 28      | 139.679,02      | 39.110,13  | 178.789,15 | 144.044,03      | 40.332,33  | 184.376,36 | 148.408,90      | 41.554,49  | 189.963,39 |
| 29      | 139.679,02      | 40.506,92  | 180.185,94 | 144.044,03      | 41.772,77  | 185.816,80 | 148.408,90      | 43.038,58  | 191.447,48 |
| 30      | 139.679,02      | 41.903,71  | 181.582,73 | 144.044,03      | 43.213,21  | 187.257,24 | 148.408,90      | 44.522,67  | 192.931,57 |
| 31      | 139.679,02      | 43.300,50  | 182.979,52 | 144.044,03      | 44.653,65  | 188.697,68 | 148.408,90      | 46.006,76  | 194.415,66 |
| 32      | 139.679,02      | 44.697,29  | 184.376,31 | 144.044,03      | 46.094,09  | 190.138,12 | 148.408,90      | 47.490,85  | 195.899,75 |
| 33      | 139.679,02      | 46.094,08  | 185.773,10 | 144.044,03      | 47.534,53  | 191.578,56 | 148.408,90      | 48.974,94  | 197.383,84 |
| 34      | 139.679,02      | 47.490,87  | 187.169,89 | 144.044,03      | 48.974,97  | 193.019,00 | 148.408,90      | 50.459,03  | 198.867,93 |
| 35      | 139.679,02      | 48.887,66  | 188.566,68 | 144.044,03      | 50.415,41  | 194.459,44 | 148.408,90      | 51.943,12  | 200.352,02 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

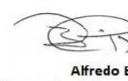
  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
Cesar Guerrero  
Secretario de Previsión, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Llovera  
Secretario de Asuntos Laborales  
de FAECYS

  
Armando Cavalieri  
Secretario General

  
Jose Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 3: OPERACION A  
JORNADAS DE 35 y 36 HORAS SEMANALES POR MES

|         | BASICO<br>35 HS | ANT.<br>\$ | TOTAL      | BASICO<br>36 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 152.773,91      |            | 152.773,91 | 157.138,83      |            | 157.138,83 |
| 1       | 152.773,91      | 1.527,74   | 154.301,65 | 157.138,83      | 1.571,39   | 158.710,22 |
| 2       | 152.773,91      | 3.055,48   | 155.829,39 | 157.138,83      | 3.142,78   | 160.281,61 |
| 3       | 152.773,91      | 4.583,22   | 157.357,13 | 157.138,83      | 4.714,16   | 161.853,00 |
| 4       | 152.773,91      | 6.110,96   | 158.884,86 | 157.138,83      | 6.285,55   | 163.424,38 |
| 5       | 152.773,91      | 7.638,70   | 160.412,60 | 157.138,83      | 7.856,94   | 164.995,77 |
| 6       | 152.773,91      | 9.166,43   | 161.940,34 | 157.138,83      | 9.428,33   | 166.567,16 |
| 7       | 152.773,91      | 10.694,17  | 163.468,08 | 157.138,83      | 10.999,72  | 168.138,55 |
| 8       | 152.773,91      | 12.221,91  | 164.995,82 | 157.138,83      | 12.571,11  | 169.709,94 |
| 9       | 152.773,91      | 13.749,65  | 166.523,56 | 157.138,83      | 14.142,49  | 171.281,33 |
| 10      | 152.773,91      | 15.277,39  | 168.051,30 | 157.138,83      | 15.713,88  | 172.852,71 |
| 11      | 152.773,91      | 16.805,13  | 169.579,04 | 157.138,83      | 17.285,27  | 174.424,10 |
| 12      | 152.773,91      | 18.332,87  | 171.106,78 | 157.138,83      | 18.856,66  | 175.995,49 |
| 13      | 152.773,91      | 19.860,61  | 172.634,52 | 157.138,83      | 20.428,05  | 177.566,88 |
| 14      | 152.773,91      | 21.388,35  | 174.162,26 | 157.138,83      | 21.999,44  | 179.138,27 |
| 15      | 152.773,91      | 22.916,09  | 175.689,99 | 157.138,83      | 23.570,82  | 180.709,66 |
| 16      | 152.773,91      | 24.443,83  | 177.217,73 | 157.138,83      | 25.142,21  | 182.281,04 |
| 17      | 152.773,91      | 25.971,56  | 178.745,47 | 157.138,83      | 26.713,60  | 183.852,43 |
| 18      | 152.773,91      | 27.499,30  | 180.273,21 | 157.138,83      | 28.284,99  | 185.423,82 |
| 19      | 152.773,91      | 29.027,04  | 181.800,95 | 157.138,83      | 29.856,38  | 186.995,21 |
| 20      | 152.773,91      | 30.554,78  | 183.328,69 | 157.138,83      | 31.427,77  | 188.566,60 |
| 21      | 152.773,91      | 32.082,52  | 184.856,43 | 157.138,83      | 32.999,15  | 190.137,98 |
| 22      | 152.773,91      | 33.610,26  | 186.384,17 | 157.138,83      | 34.570,54  | 191.709,37 |
| 23      | 152.773,91      | 35.138,00  | 187.911,91 | 157.138,83      | 36.141,93  | 193.280,76 |
| 24      | 152.773,91      | 36.665,74  | 189.439,65 | 157.138,83      | 37.713,32  | 194.852,15 |
| 25      | 152.773,91      | 38.193,48  | 190.967,39 | 157.138,83      | 39.284,71  | 196.423,54 |
| 26      | 152.773,91      | 39.721,22  | 192.495,12 | 157.138,83      | 40.856,10  | 197.994,93 |
| 27      | 152.773,91      | 41.248,96  | 194.022,86 | 157.138,83      | 42.427,48  | 199.566,31 |
| 28      | 152.773,91      | 42.776,69  | 195.550,60 | 157.138,83      | 43.998,87  | 201.137,70 |
| 29      | 152.773,91      | 44.304,43  | 197.078,34 | 157.138,83      | 45.570,26  | 202.709,09 |
| 30      | 152.773,91      | 45.832,17  | 198.606,08 | 157.138,83      | 47.141,65  | 204.280,48 |
| 31      | 152.773,91      | 47.359,91  | 200.133,82 | 157.138,83      | 48.713,04  | 205.851,87 |
| 32      | 152.773,91      | 48.887,65  | 201.661,56 | 157.138,83      | 50.284,43  | 207.423,26 |
| 33      | 152.773,91      | 50.415,39  | 203.189,30 | 157.138,83      | 51.855,81  | 208.994,64 |
| 34      | 152.773,91      | 51.943,13  | 204.717,04 | 157.138,83      | 53.427,20  | 210.566,03 |
| 35      | 152.773,91      | 53.470,87  | 206.244,78 | 157.138,83      | 54.998,59  | 212.137,42 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

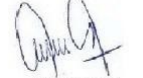
PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11º Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Ariaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Loyola  
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Armando Cavallieri  
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José Gonzalez  
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Alfredo Beliz  
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FAECYS

  
Mariana Paulino Castro  
Asasora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 20, 21 y 22 HORAS SEMANALES POR MES

|         | BASICO<br>20 HS | ANT.<br>\$ | TOTAL      | BASICO<br>21 HS | ANT.<br>\$ | TOTAL      | BASICO<br>22 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 88.794,68       |            | 88.794,68  | 93.234,35       |            | 93.234,35  | 97.674,09       |            | 97.674,09  |
| 1       | 88.794,68       | 887,95     | 89.682,62  | 93.234,35       | 932,34     | 94.166,70  | 97.674,09       | 976,74     | 98.650,83  |
| 2       | 88.794,68       | 1.775,89   | 90.570,57  | 93.234,35       | 1.864,69   | 95.099,04  | 97.674,09       | 1.953,48   | 99.627,57  |
| 3       | 88.794,68       | 2.663,84   | 91.458,52  | 93.234,35       | 2.797,03   | 96.031,38  | 97.674,09       | 2.930,22   | 100.604,31 |
| 4       | 88.794,68       | 3.551,79   | 92.346,46  | 93.234,35       | 3.729,37   | 96.963,73  | 97.674,09       | 3.906,96   | 101.581,05 |
| 5       | 88.794,68       | 4.439,73   | 93.234,41  | 93.234,35       | 4.661,72   | 97.896,07  | 97.674,09       | 4.883,70   | 102.557,79 |
| 6       | 88.794,68       | 5.327,68   | 94.122,36  | 93.234,35       | 5.594,06   | 98.828,42  | 97.674,09       | 5.860,45   | 103.534,53 |
| 7       | 88.794,68       | 6.215,63   | 95.010,30  | 93.234,35       | 6.526,40   | 99.760,76  | 97.674,09       | 6.837,19   | 104.511,27 |
| 8       | 88.794,68       | 7.103,57   | 95.898,25  | 93.234,35       | 7.458,75   | 100.693,10 | 97.674,09       | 7.813,93   | 105.488,01 |
| 9       | 88.794,68       | 7.991,52   | 96.786,20  | 93.234,35       | 8.391,09   | 101.625,45 | 97.674,09       | 8.790,67   | 106.464,75 |
| 10      | 88.794,68       | 8.879,47   | 97.674,14  | 93.234,35       | 9.323,44   | 102.557,79 | 97.674,09       | 9.767,41   | 107.441,49 |
| 11      | 88.794,68       | 9.767,41   | 98.562,09  | 93.234,35       | 10.255,78  | 103.490,13 | 97.674,09       | 10.744,15  | 108.418,24 |
| 12      | 88.794,68       | 10.655,36  | 99.450,04  | 93.234,35       | 11.188,12  | 104.422,48 | 97.674,09       | 11.720,89  | 109.394,98 |
| 13      | 88.794,68       | 11.543,31  | 100.337,98 | 93.234,35       | 12.120,47  | 105.354,82 | 97.674,09       | 12.697,63  | 110.371,72 |
| 14      | 88.794,68       | 12.431,25  | 101.225,93 | 93.234,35       | 13.052,81  | 106.287,16 | 97.674,09       | 13.674,37  | 111.348,46 |
| 15      | 88.794,68       | 13.319,20  | 102.113,89 | 93.234,35       | 13.985,15  | 107.219,51 | 97.674,09       | 14.651,11  | 112.325,20 |
| 16      | 88.794,68       | 14.207,15  | 103.001,83 | 93.234,35       | 14.917,50  | 108.151,85 | 97.674,09       | 15.627,85  | 113.301,94 |
| 17      | 88.794,68       | 15.095,09  | 103.889,78 | 93.234,35       | 15.849,84  | 109.084,19 | 97.674,09       | 16.604,59  | 114.278,68 |
| 18      | 88.794,68       | 15.983,04  | 104.777,72 | 93.234,35       | 16.782,18  | 110.016,54 | 97.674,09       | 17.581,34  | 115.255,42 |
| 19      | 88.794,68       | 16.870,99  | 105.665,66 | 93.234,35       | 17.714,53  | 110.948,88 | 97.674,09       | 18.558,08  | 116.232,16 |
| 20      | 88.794,68       | 17.758,94  | 106.553,61 | 93.234,35       | 18.646,87  | 111.881,22 | 97.674,09       | 19.534,82  | 117.208,90 |
| 21      | 88.794,68       | 18.646,88  | 107.441,56 | 93.234,35       | 19.579,21  | 112.813,57 | 97.674,09       | 20.511,56  | 118.185,64 |
| 22      | 88.794,68       | 19.534,83  | 108.329,50 | 93.234,35       | 20.511,56  | 113.745,91 | 97.674,09       | 21.488,30  | 119.162,38 |
| 23      | 88.794,68       | 20.422,78  | 109.217,45 | 93.234,35       | 21.443,90  | 114.678,26 | 97.674,09       | 22.465,04  | 120.139,13 |
| 24      | 88.794,68       | 21.310,72  | 110.105,41 | 93.234,35       | 22.376,24  | 115.610,60 | 97.674,09       | 23.441,78  | 121.115,87 |
| 25      | 88.794,68       | 22.198,67  | 110.993,36 | 93.234,35       | 23.308,59  | 116.542,94 | 97.674,09       | 24.418,52  | 122.092,61 |
| 26      | 88.794,68       | 23.086,62  | 111.881,30 | 93.234,35       | 24.240,93  | 117.475,29 | 97.674,09       | 25.395,26  | 123.069,35 |
| 27      | 88.794,68       | 23.974,56  | 112.769,24 | 93.234,35       | 25.173,28  | 118.407,63 | 97.674,09       | 26.372,00  | 124.046,09 |
| 28      | 88.794,68       | 24.862,51  | 113.657,19 | 93.234,35       | 26.105,62  | 119.339,97 | 97.674,09       | 27.348,74  | 125.022,83 |
| 29      | 88.794,68       | 25.750,46  | 114.545,13 | 93.234,35       | 27.037,96  | 120.272,32 | 97.674,09       | 28.325,48  | 125.999,57 |
| 30      | 88.794,68       | 26.638,40  | 115.433,08 | 93.234,35       | 27.970,31  | 121.204,66 | 97.674,09       | 29.302,23  | 126.976,31 |
| 31      | 88.794,68       | 27.526,35  | 116.321,03 | 93.234,35       | 28.902,65  | 122.137,00 | 97.674,09       | 30.278,97  | 127.953,05 |
| 32      | 88.794,68       | 28.414,30  | 117.208,97 | 93.234,35       | 29.834,99  | 123.069,35 | 97.674,09       | 31.255,71  | 128.929,79 |
| 33      | 88.794,68       | 29.302,24  | 118.096,92 | 93.234,35       | 30.767,34  | 124.001,69 | 97.674,09       | 32.232,45  | 129.906,53 |
| 34      | 88.794,68       | 30.190,19  | 118.984,87 | 93.234,35       | 31.699,68  | 124.934,03 | 97.674,09       | 33.209,19  | 130.883,28 |
| 35      | 88.794,68       | 31.078,14  | 119.872,81 | 93.234,35       | 32.632,02  | 125.866,38 | 97.674,09       | 34.185,93  | 131.860,02 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

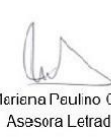
  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
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JUNIO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 23, 24 y 25 HORAS SEMANALES POR MES

|         | BASICO<br>23 HS | ANT.<br>\$ | TOTAL      | BASICO<br>24 HS | ANT.<br>\$ | TOTAL      | BASICO<br>25 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 102.113,92      |            | 102.113,92 | 106.553,65      |            | 106.553,65 | 110.993,29      |            | 110.993,29 |
| 1       | 102.113,92      | 1.021,14   | 103.135,06 | 106.553,65      | 1.065,54   | 107.619,18 | 110.993,29      | 1.109,93   | 112.103,23 |
| 2       | 102.113,92      | 2.042,28   | 104.156,20 | 106.553,65      | 2.131,07   | 108.684,72 | 110.993,29      | 2.219,87   | 113.213,16 |
| 3       | 102.113,92      | 3.063,42   | 105.177,34 | 106.553,65      | 3.196,61   | 109.750,26 | 110.993,29      | 3.329,80   | 114.323,09 |
| 4       | 102.113,92      | 4.084,56   | 106.198,48 | 106.553,65      | 4.262,15   | 110.815,79 | 110.993,29      | 4.439,73   | 115.433,02 |
| 5       | 102.113,92      | 5.105,70   | 107.219,62 | 106.553,65      | 5.327,68   | 111.881,33 | 110.993,29      | 5.549,66   | 116.542,96 |
| 6       | 102.113,92      | 6.126,84   | 108.240,76 | 106.553,65      | 6.393,22   | 112.946,87 | 110.993,29      | 6.659,60   | 117.652,89 |
| 7       | 102.113,92      | 7.147,97   | 109.261,90 | 106.553,65      | 7.458,76   | 114.012,40 | 110.993,29      | 7.769,53   | 118.762,82 |
| 8       | 102.113,92      | 8.169,11   | 110.283,04 | 106.553,65      | 8.524,29   | 115.077,94 | 110.993,29      | 8.879,46   | 119.872,76 |
| 9       | 102.113,92      | 9.190,25   | 111.304,18 | 106.553,65      | 9.589,83   | 116.143,47 | 110.993,29      | 9.989,40   | 120.982,69 |
| 10      | 102.113,92      | 10.211,39  | 112.325,32 | 106.553,65      | 10.655,36  | 117.209,01 | 110.993,29      | 11.099,33  | 122.092,62 |
| 11      | 102.113,92      | 11.232,53  | 113.346,45 | 106.553,65      | 11.720,90  | 118.274,55 | 110.993,29      | 12.209,26  | 123.202,55 |
| 12      | 102.113,92      | 12.253,67  | 114.367,59 | 106.553,65      | 12.786,44  | 119.340,08 | 110.993,29      | 13.319,20  | 124.312,49 |
| 13      | 102.113,92      | 13.274,81  | 115.388,73 | 106.553,65      | 13.851,97  | 120.405,62 | 110.993,29      | 14.429,13  | 125.422,42 |
| 14      | 102.113,92      | 14.295,95  | 116.409,87 | 106.553,65      | 14.917,51  | 121.471,16 | 110.993,29      | 15.539,06  | 126.532,35 |
| 15      | 102.113,92      | 15.317,09  | 117.431,01 | 106.553,65      | 15.983,05  | 122.536,69 | 110.993,29      | 16.648,99  | 127.642,29 |
| 16      | 102.113,92      | 16.338,23  | 118.452,15 | 106.553,65      | 17.048,58  | 123.602,23 | 110.993,29      | 17.758,93  | 128.752,22 |
| 17      | 102.113,92      | 17.359,37  | 119.473,29 | 106.553,65      | 18.114,12  | 124.667,77 | 110.993,29      | 18.868,86  | 129.862,15 |
| 18      | 102.113,92      | 18.380,51  | 120.494,43 | 106.553,65      | 19.179,66  | 125.733,30 | 110.993,29      | 19.978,79  | 130.972,08 |
| 19      | 102.113,92      | 19.401,65  | 121.515,57 | 106.553,65      | 20.245,19  | 126.798,84 | 110.993,29      | 21.088,73  | 132.082,02 |
| 20      | 102.113,92      | 20.422,78  | 122.536,71 | 106.553,65      | 21.310,73  | 127.864,38 | 110.993,29      | 22.198,66  | 133.191,95 |
| 21      | 102.113,92      | 21.443,92  | 123.557,85 | 106.553,65      | 22.376,27  | 128.929,91 | 110.993,29      | 23.308,59  | 134.301,88 |
| 22      | 102.113,92      | 22.465,06  | 124.578,99 | 106.553,65      | 23.441,80  | 129.995,45 | 110.993,29      | 24.418,52  | 135.411,82 |
| 23      | 102.113,92      | 23.486,20  | 125.600,13 | 106.553,65      | 24.507,34  | 131.060,98 | 110.993,29      | 25.528,46  | 136.521,75 |
| 24      | 102.113,92      | 24.507,34  | 126.621,26 | 106.553,65      | 25.572,88  | 132.126,52 | 110.993,29      | 26.638,39  | 137.631,68 |
| 25      | 102.113,92      | 25.528,48  | 127.642,40 | 106.553,65      | 26.638,41  | 133.192,06 | 110.993,29      | 27.748,32  | 138.741,62 |
| 26      | 102.113,92      | 26.549,62  | 128.663,54 | 106.553,65      | 27.703,95  | 134.257,59 | 110.993,29      | 28.858,26  | 139.851,55 |
| 27      | 102.113,92      | 27.570,76  | 129.684,68 | 106.553,65      | 28.769,48  | 135.323,13 | 110.993,29      | 29.968,19  | 140.961,48 |
| 28      | 102.113,92      | 28.591,90  | 130.705,82 | 106.553,65      | 29.835,02  | 136.388,67 | 110.993,29      | 31.078,12  | 142.071,41 |
| 29      | 102.113,92      | 29.613,04  | 131.726,96 | 106.553,65      | 30.900,56  | 137.454,20 | 110.993,29      | 32.188,05  | 143.181,35 |
| 30      | 102.113,92      | 30.634,18  | 132.748,10 | 106.553,65      | 31.966,09  | 138.519,74 | 110.993,29      | 33.297,99  | 144.291,28 |
| 31      | 102.113,92      | 31.655,32  | 133.769,24 | 106.553,65      | 33.031,63  | 139.585,28 | 110.993,29      | 34.407,92  | 145.401,21 |
| 32      | 102.113,92      | 32.676,46  | 134.790,38 | 106.553,65      | 34.097,17  | 140.650,81 | 110.993,29      | 35.517,85  | 146.511,15 |
| 33      | 102.113,92      | 33.697,59  | 135.811,52 | 106.553,65      | 35.162,70  | 141.716,35 | 110.993,29      | 36.627,79  | 147.621,08 |
| 34      | 102.113,92      | 34.718,73  | 136.832,66 | 106.553,65      | 36.228,24  | 142.781,89 | 110.993,29      | 37.737,72  | 148.731,01 |
| 35      | 102.113,92      | 35.739,87  | 137.853,80 | 106.553,65      | 37.293,78  | 143.847,42 | 110.993,29      | 38.847,65  | 149.840,94 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

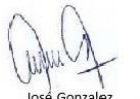
PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Ariaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Daniel Lora  
Secretario de Asuntos Laborales  
de F.A.E.C.Y.S.

  
Armando Cavalieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado





REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 26, 27 y 28 HORAS SEMANALES POR MES

|         | BASICO<br>26 HS | ANT.<br>\$ | TOTAL      | BASICO<br>27 HS | ANT.<br>\$ | TOTAL      | BASICO<br>28 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 115.433,10      |            | 115.433,10 | 119.872,75      |            | 119.872,75 | 124.312,53      |            | 124.312,53 |
| 1       | 115.433,10      | 1.154,33   | 116.587,43 | 119.872,75      | 1.198,73   | 121.071,48 | 124.312,53      | 1.243,13   | 125.555,65 |
| 2       | 115.433,10      | 2.308,66   | 117.741,76 | 119.872,75      | 2.397,46   | 122.270,21 | 124.312,53      | 2.486,25   | 126.798,78 |
| 3       | 115.433,10      | 3.462,99   | 118.896,09 | 119.872,75      | 3.596,18   | 123.468,94 | 124.312,53      | 3.729,38   | 128.041,90 |
| 4       | 115.433,10      | 4.617,32   | 120.050,42 | 119.872,75      | 4.794,91   | 124.667,66 | 124.312,53      | 4.972,50   | 129.285,03 |
| 5       | 115.433,10      | 5.771,65   | 121.204,75 | 119.872,75      | 5.993,64   | 125.866,39 | 124.312,53      | 6.215,63   | 130.528,16 |
| 6       | 115.433,10      | 6.925,99   | 122.359,08 | 119.872,75      | 7.192,37   | 127.065,12 | 124.312,53      | 7.458,75   | 131.771,28 |
| 7       | 115.433,10      | 8.080,32   | 123.513,41 | 119.872,75      | 8.391,09   | 128.263,85 | 124.312,53      | 8.701,88   | 133.014,41 |
| 8       | 115.433,10      | 9.234,65   | 124.667,75 | 119.872,75      | 9.589,82   | 129.462,58 | 124.312,53      | 9.945,00   | 134.257,53 |
| 9       | 115.433,10      | 10.388,98  | 125.822,08 | 119.872,75      | 10.788,55  | 130.661,30 | 124.312,53      | 11.188,13  | 135.500,66 |
| 10      | 115.433,10      | 11.543,31  | 126.976,41 | 119.872,75      | 11.987,28  | 131.860,03 | 124.312,53      | 12.431,25  | 136.743,78 |
| 11      | 115.433,10      | 12.697,64  | 128.130,74 | 119.872,75      | 13.186,00  | 133.058,76 | 124.312,53      | 13.674,38  | 137.986,91 |
| 12      | 115.433,10      | 13.851,97  | 129.285,07 | 119.872,75      | 14.384,73  | 134.257,49 | 124.312,53      | 14.917,50  | 139.230,03 |
| 13      | 115.433,10      | 15.006,30  | 130.439,40 | 119.872,75      | 15.583,46  | 135.456,21 | 124.312,53      | 16.160,63  | 140.473,16 |
| 14      | 115.433,10      | 16.160,63  | 131.593,73 | 119.872,75      | 16.782,19  | 136.654,94 | 124.312,53      | 17.403,75  | 141.716,28 |
| 15      | 115.433,10      | 17.314,96  | 132.748,06 | 119.872,75      | 17.980,91  | 137.853,67 | 124.312,53      | 18.646,88  | 142.959,41 |
| 16      | 115.433,10      | 18.469,30  | 133.902,39 | 119.872,75      | 19.179,64  | 139.052,40 | 124.312,53      | 19.890,00  | 144.202,53 |
| 17      | 115.433,10      | 19.623,63  | 135.056,72 | 119.872,75      | 20.378,37  | 140.251,12 | 124.312,53      | 21.133,13  | 145.445,66 |
| 18      | 115.433,10      | 20.777,96  | 136.211,05 | 119.872,75      | 21.577,10  | 141.449,85 | 124.312,53      | 22.376,26  | 146.688,78 |
| 19      | 115.433,10      | 21.932,29  | 137.365,39 | 119.872,75      | 22.775,82  | 142.648,58 | 124.312,53      | 23.619,38  | 147.931,91 |
| 20      | 115.433,10      | 23.086,62  | 138.519,72 | 119.872,75      | 23.974,55  | 143.847,31 | 124.312,53      | 24.862,51  | 149.175,03 |
| 21      | 115.433,10      | 24.240,95  | 139.674,05 | 119.872,75      | 25.173,28  | 145.046,03 | 124.312,53      | 26.105,63  | 150.418,16 |
| 22      | 115.433,10      | 25.395,28  | 140.828,38 | 119.872,75      | 26.372,01  | 146.244,76 | 124.312,53      | 27.348,76  | 151.661,28 |
| 23      | 115.433,10      | 26.549,61  | 141.982,71 | 119.872,75      | 27.570,73  | 147.443,49 | 124.312,53      | 28.591,88  | 152.904,41 |
| 24      | 115.433,10      | 27.703,94  | 143.137,04 | 119.872,75      | 28.769,46  | 148.642,22 | 124.312,53      | 29.835,01  | 154.147,54 |
| 25      | 115.433,10      | 28.858,27  | 144.291,37 | 119.872,75      | 29.968,19  | 149.840,94 | 124.312,53      | 31.078,13  | 155.390,66 |
| 26      | 115.433,10      | 30.012,61  | 145.445,70 | 119.872,75      | 31.166,92  | 151.039,67 | 124.312,53      | 32.321,26  | 156.633,79 |
| 27      | 115.433,10      | 31.166,94  | 146.600,03 | 119.872,75      | 32.365,64  | 152.238,40 | 124.312,53      | 33.564,38  | 157.876,91 |
| 28      | 115.433,10      | 32.321,27  | 147.754,36 | 119.872,75      | 33.564,37  | 153.437,13 | 124.312,53      | 34.807,51  | 159.120,04 |
| 29      | 115.433,10      | 33.475,60  | 148.908,70 | 119.872,75      | 34.763,10  | 154.635,85 | 124.312,53      | 36.050,63  | 160.363,16 |
| 30      | 115.433,10      | 34.629,93  | 150.063,03 | 119.872,75      | 35.961,83  | 155.834,58 | 124.312,53      | 37.293,76  | 161.606,29 |
| 31      | 115.433,10      | 35.784,26  | 151.217,36 | 119.872,75      | 37.160,55  | 157.033,31 | 124.312,53      | 38.536,88  | 162.849,41 |
| 32      | 115.433,10      | 36.938,59  | 152.371,69 | 119.872,75      | 38.359,28  | 158.232,04 | 124.312,53      | 39.780,01  | 164.092,54 |
| 33      | 115.433,10      | 38.092,92  | 153.526,02 | 119.872,75      | 39.558,01  | 159.430,76 | 124.312,53      | 41.023,13  | 165.335,66 |
| 34      | 115.433,10      | 39.247,25  | 154.680,35 | 119.872,75      | 40.756,74  | 160.629,49 | 124.312,53      | 42.266,26  | 166.578,79 |
| 35      | 115.433,10      | 40.401,58  | 155.834,68 | 119.872,75      | 41.955,46  | 161.828,22 | 124.312,53      | 43.509,39  | 167.821,91 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.



Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS



César Guerrero  
Secretario de Finanzas, Medicinas  
y Seguridad en el Trabajo  
FAECYS



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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 29, 30 y 31 HORAS SEMANALES POR MES

|         | BASICO<br>29 HS | ANT.<br>\$ | TOTAL      | BASICO<br>30 HS | ANT.<br>\$ | TOTAL      | BASICO<br>31 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 128.752,33      |            | 128.752,33 | 133.191,96      |            | 133.191,96 | 137.631,69      |            | 137.631,69 |
| 1       | 128.752,33      | 1.287,52   | 130.039,86 | 133.191,96      | 1.331,92   | 134.523,88 | 137.631,69      | 1.376,32   | 139.008,01 |
| 2       | 128.752,33      | 2.575,05   | 131.327,38 | 133.191,96      | 2.663,84   | 135.855,80 | 137.631,69      | 2.752,63   | 140.384,33 |
| 3       | 128.752,33      | 3.862,57   | 132.614,90 | 133.191,96      | 3.995,76   | 137.187,72 | 137.631,69      | 4.128,95   | 141.760,64 |
| 4       | 128.752,33      | 5.150,09   | 133.902,43 | 133.191,96      | 5.327,68   | 138.519,64 | 137.631,69      | 5.505,27   | 143.136,96 |
| 5       | 128.752,33      | 6.437,62   | 135.189,95 | 133.191,96      | 6.659,60   | 139.851,56 | 137.631,69      | 6.881,58   | 144.513,28 |
| 6       | 128.752,33      | 7.725,14   | 136.477,47 | 133.191,96      | 7.991,52   | 141.183,48 | 137.631,69      | 8.257,90   | 145.889,59 |
| 7       | 128.752,33      | 9.012,66   | 137.765,00 | 133.191,96      | 9.323,44   | 142.515,40 | 137.631,69      | 9.634,22   | 147.265,91 |
| 8       | 128.752,33      | 10.300,19  | 139.052,52 | 133.191,96      | 10.655,36  | 143.847,32 | 137.631,69      | 11.010,54  | 148.642,23 |
| 9       | 128.752,33      | 11.587,71  | 140.340,04 | 133.191,96      | 11.987,28  | 145.179,24 | 137.631,69      | 12.386,85  | 150.018,55 |
| 10      | 128.752,33      | 12.875,23  | 141.627,57 | 133.191,96      | 13.319,20  | 146.511,16 | 137.631,69      | 13.763,17  | 151.394,86 |
| 11      | 128.752,33      | 14.162,76  | 142.915,09 | 133.191,96      | 14.651,12  | 147.843,08 | 137.631,69      | 15.139,49  | 152.771,18 |
| 12      | 128.752,33      | 15.450,28  | 144.202,61 | 133.191,96      | 15.983,04  | 149.175,00 | 137.631,69      | 16.515,80  | 154.147,50 |
| 13      | 128.752,33      | 16.737,80  | 145.490,14 | 133.191,96      | 17.314,95  | 150.506,92 | 137.631,69      | 17.892,12  | 155.523,81 |
| 14      | 128.752,33      | 18.025,33  | 146.777,66 | 133.191,96      | 18.646,87  | 151.838,84 | 137.631,69      | 19.268,44  | 156.900,13 |
| 15      | 128.752,33      | 19.312,85  | 148.065,18 | 133.191,96      | 19.978,79  | 153.170,76 | 137.631,69      | 20.644,75  | 158.276,45 |
| 16      | 128.752,33      | 20.600,37  | 149.352,71 | 133.191,96      | 21.310,71  | 154.502,67 | 137.631,69      | 22.021,07  | 159.652,76 |
| 17      | 128.752,33      | 21.887,90  | 150.640,23 | 133.191,96      | 22.642,63  | 155.834,59 | 137.631,69      | 23.397,39  | 161.029,08 |
| 18      | 128.752,33      | 23.175,42  | 151.927,75 | 133.191,96      | 23.974,55  | 157.166,51 | 137.631,69      | 24.773,70  | 162.405,40 |
| 19      | 128.752,33      | 24.462,94  | 153.215,28 | 133.191,96      | 25.306,47  | 158.498,43 | 137.631,69      | 26.150,02  | 163.781,71 |
| 20      | 128.752,33      | 25.750,47  | 154.502,80 | 133.191,96      | 26.638,39  | 159.830,35 | 137.631,69      | 27.526,34  | 165.158,03 |
| 21      | 128.752,33      | 27.037,99  | 155.790,32 | 133.191,96      | 27.970,31  | 161.162,27 | 137.631,69      | 28.902,66  | 166.534,35 |
| 22      | 128.752,33      | 28.325,51  | 157.077,85 | 133.191,96      | 29.302,23  | 162.494,19 | 137.631,69      | 30.278,97  | 167.910,67 |
| 23      | 128.752,33      | 29.613,04  | 158.365,37 | 133.191,96      | 30.634,15  | 163.826,11 | 137.631,69      | 31.655,29  | 169.286,98 |
| 24      | 128.752,33      | 30.900,56  | 159.652,89 | 133.191,96      | 31.966,07  | 165.158,03 | 137.631,69      | 33.031,61  | 170.663,30 |
| 25      | 128.752,33      | 32.188,08  | 160.940,42 | 133.191,96      | 33.297,99  | 166.489,95 | 137.631,69      | 34.407,92  | 172.039,62 |
| 26      | 128.752,33      | 33.475,61  | 162.227,94 | 133.191,96      | 34.629,91  | 167.821,87 | 137.631,69      | 35.784,24  | 173.415,93 |
| 27      | 128.752,33      | 34.763,13  | 163.515,46 | 133.191,96      | 35.961,83  | 169.153,79 | 137.631,69      | 37.160,56  | 174.792,25 |
| 28      | 128.752,33      | 36.050,65  | 164.802,99 | 133.191,96      | 37.293,75  | 170.485,71 | 137.631,69      | 38.536,87  | 176.168,57 |
| 29      | 128.752,33      | 37.338,18  | 166.090,51 | 133.191,96      | 38.625,67  | 171.817,63 | 137.631,69      | 39.913,19  | 177.544,88 |
| 30      | 128.752,33      | 38.625,70  | 167.378,03 | 133.191,96      | 39.957,59  | 173.149,55 | 137.631,69      | 41.289,51  | 178.921,20 |
| 31      | 128.752,33      | 39.913,22  | 168.665,56 | 133.191,96      | 41.289,51  | 174.481,47 | 137.631,69      | 42.665,82  | 180.297,52 |
| 32      | 128.752,33      | 41.200,75  | 169.953,08 | 133.191,96      | 42.621,43  | 175.813,39 | 137.631,69      | 44.042,14  | 181.673,83 |
| 33      | 128.752,33      | 42.488,27  | 171.240,60 | 133.191,96      | 43.953,35  | 177.145,31 | 137.631,69      | 45.418,46  | 183.050,15 |
| 34      | 128.752,33      | 43.775,79  | 172.528,13 | 133.191,96      | 45.285,27  | 178.477,23 | 137.631,69      | 46.794,78  | 184.426,47 |
| 35      | 128.752,33      | 45.063,32  | 173.815,65 | 133.191,96      | 46.617,19  | 179.809,15 | 137.631,69      | 48.171,09  | 185.802,79 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

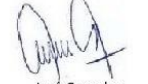
PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

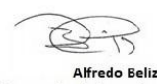
  
Cristian Arriaga  
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REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 32, 33 y 34 HORAS SEMANALES POR MES

|         | BASICO<br>32 HS | ANT.<br>\$ | TOTAL      | BASICO<br>33 HS | ANT.<br>\$ | TOTAL      | BASICO<br>34 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 142.071,50      |            | 142.071,50 | 146.511,18      |            | 146.511,18 | 150.950,93      |            | 150.950,93 |
| 1       | 142.071,50      | 1.420,71   | 143.492,21 | 146.511,18      | 1.465,11   | 147.976,29 | 150.950,93      | 1.509,51   | 152.460,44 |
| 2       | 142.071,50      | 2.841,43   | 144.912,93 | 146.511,18      | 2.930,22   | 149.441,40 | 150.950,93      | 3.019,02   | 153.969,95 |
| 3       | 142.071,50      | 4.262,14   | 146.333,64 | 146.511,18      | 4.395,34   | 150.906,51 | 150.950,93      | 4.528,53   | 155.479,46 |
| 4       | 142.071,50      | 5.682,86   | 147.754,36 | 146.511,18      | 5.860,45   | 152.371,62 | 150.950,93      | 6.038,04   | 156.988,97 |
| 5       | 142.071,50      | 7.103,57   | 149.175,07 | 146.511,18      | 7.325,56   | 153.836,74 | 150.950,93      | 7.547,55   | 158.498,48 |
| 6       | 142.071,50      | 8.524,29   | 150.595,79 | 146.511,18      | 8.790,67   | 155.301,85 | 150.950,93      | 9.057,06   | 160.007,99 |
| 7       | 142.071,50      | 9.945,00   | 152.016,50 | 146.511,18      | 10.255,78  | 156.766,96 | 150.950,93      | 10.566,57  | 161.517,50 |
| 8       | 142.071,50      | 11.365,72  | 153.437,22 | 146.511,18      | 11.720,89  | 158.232,07 | 150.950,93      | 12.076,07  | 163.027,00 |
| 9       | 142.071,50      | 12.786,43  | 154.857,93 | 146.511,18      | 13.186,01  | 159.697,18 | 150.950,93      | 13.585,58  | 164.536,51 |
| 10      | 142.071,50      | 14.207,15  | 156.278,65 | 146.511,18      | 14.651,12  | 161.162,30 | 150.950,93      | 15.095,09  | 166.046,02 |
| 11      | 142.071,50      | 15.627,86  | 157.699,36 | 146.511,18      | 16.116,23  | 162.627,41 | 150.950,93      | 16.604,60  | 167.555,53 |
| 12      | 142.071,50      | 17.048,58  | 159.120,08 | 146.511,18      | 17.581,34  | 164.092,52 | 150.950,93      | 18.114,11  | 169.065,04 |
| 13      | 142.071,50      | 18.469,29  | 160.540,79 | 146.511,18      | 19.046,45  | 165.557,63 | 150.950,93      | 19.623,62  | 170.574,55 |
| 14      | 142.071,50      | 19.890,01  | 161.961,51 | 146.511,18      | 20.511,56  | 167.022,74 | 150.950,93      | 21.133,13  | 172.084,06 |
| 15      | 142.071,50      | 21.310,72  | 163.382,22 | 146.511,18      | 21.976,68  | 168.487,85 | 150.950,93      | 22.642,64  | 173.593,57 |
| 16      | 142.071,50      | 22.731,44  | 164.802,94 | 146.511,18      | 23.441,79  | 169.952,97 | 150.950,93      | 24.152,15  | 175.103,08 |
| 17      | 142.071,50      | 24.152,15  | 166.223,65 | 146.511,18      | 24.906,90  | 171.418,08 | 150.950,93      | 25.661,66  | 176.612,59 |
| 18      | 142.071,50      | 25.572,87  | 167.644,37 | 146.511,18      | 26.372,01  | 172.883,19 | 150.950,93      | 27.171,17  | 178.122,10 |
| 19      | 142.071,50      | 26.993,58  | 169.065,08 | 146.511,18      | 27.837,12  | 174.348,30 | 150.950,93      | 28.680,68  | 179.631,61 |
| 20      | 142.071,50      | 28.414,30  | 170.485,80 | 146.511,18      | 29.302,24  | 175.813,41 | 150.950,93      | 30.190,19  | 181.141,12 |
| 21      | 142.071,50      | 29.835,01  | 171.906,51 | 146.511,18      | 30.767,35  | 177.278,52 | 150.950,93      | 31.699,70  | 182.650,63 |
| 22      | 142.071,50      | 31.255,73  | 173.327,23 | 146.511,18      | 32.232,46  | 178.743,64 | 150.950,93      | 33.209,20  | 184.160,13 |
| 23      | 142.071,50      | 32.676,44  | 174.747,94 | 146.511,18      | 33.697,57  | 180.208,75 | 150.950,93      | 34.718,71  | 185.669,64 |
| 24      | 142.071,50      | 34.097,16  | 176.168,66 | 146.511,18      | 35.162,68  | 181.673,86 | 150.950,93      | 36.228,22  | 187.179,15 |
| 25      | 142.071,50      | 35.517,87  | 177.589,37 | 146.511,18      | 36.627,79  | 183.138,97 | 150.950,93      | 37.737,73  | 188.688,66 |
| 26      | 142.071,50      | 36.938,59  | 179.010,09 | 146.511,18      | 38.092,91  | 184.604,08 | 150.950,93      | 39.247,24  | 190.198,17 |
| 27      | 142.071,50      | 38.359,30  | 180.430,80 | 146.511,18      | 39.558,02  | 186.069,20 | 150.950,93      | 40.756,75  | 191.707,68 |
| 28      | 142.071,50      | 39.780,02  | 181.851,52 | 146.511,18      | 41.023,13  | 187.534,31 | 150.950,93      | 42.266,26  | 193.217,19 |
| 29      | 142.071,50      | 41.200,73  | 183.272,23 | 146.511,18      | 42.488,24  | 188.999,42 | 150.950,93      | 43.775,77  | 194.726,70 |
| 30      | 142.071,50      | 42.621,45  | 184.692,95 | 146.511,18      | 43.953,35  | 190.464,53 | 150.950,93      | 45.285,28  | 196.236,21 |
| 31      | 142.071,50      | 44.042,16  | 186.113,66 | 146.511,18      | 45.418,47  | 191.929,64 | 150.950,93      | 46.794,79  | 197.745,72 |
| 32      | 142.071,50      | 45.462,88  | 187.534,38 | 146.511,18      | 46.883,58  | 193.394,75 | 150.950,93      | 48.304,30  | 199.255,23 |
| 33      | 142.071,50      | 46.883,59  | 188.955,09 | 146.511,18      | 48.348,69  | 194.859,87 | 150.950,93      | 49.813,81  | 200.764,74 |
| 34      | 142.071,50      | 48.304,31  | 190.375,81 | 146.511,18      | 49.813,80  | 196.324,98 | 150.950,93      | 51.323,32  | 202.274,25 |
| 35      | 142.071,50      | 49.725,02  | 191.796,52 | 146.511,18      | 51.278,91  | 197.790,09 | 150.950,93      | 52.832,83  | 203.783,76 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Colectivas  
FAECYS

  
César Guerrero  
Secretario de Higiene, Medicina  
y Seguridad en el Trabajo  
FAECYS

  
Rafael Lopez  
Secretario de Asuntos Laborales  
de FAECYS

  
Armando Cavalieri  
Secretario General

  
José Gonzalez  
Sub-Secretario General

  
Alfredo Beliz  
Secretario de Encuadramiento Sindical  
FAECYS

  
Meriena Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado



REMUNERACIONES PARA EMPLEADOS DE LA ACTIVIDAD  
DE SERVICIOS DE CONTACTOS y PROCESOS DE NEGOCIOS A TERCEROS  
JUNIO / 2023

CATEGORIA 4: OPERACION B  
JORNADAS DE 35 y 36 HORAS SEMANALES POR MES

|         | BASICO<br>35 HS | ANT.<br>\$ | TOTAL      | BASICO<br>36 HS | ANT.<br>\$ | TOTAL      |
|---------|-----------------|------------|------------|-----------------|------------|------------|
| INICIAL | 155.390,59      |            | 155.390,59 | 159.830,36      |            | 159.830,36 |
| 1       | 155.390,59      | 1.553,91   | 156.944,49 | 159.830,36      | 1.598,30   | 161.428,67 |
| 2       | 155.390,59      | 3.107,81   | 158.498,40 | 159.830,36      | 3.196,61   | 163.026,97 |
| 3       | 155.390,59      | 4.661,72   | 160.052,31 | 159.830,36      | 4.794,91   | 164.625,27 |
| 4       | 155.390,59      | 6.215,62   | 161.606,21 | 159.830,36      | 6.393,21   | 166.223,58 |
| 5       | 155.390,59      | 7.769,53   | 163.160,12 | 159.830,36      | 7.991,52   | 167.821,88 |
| 6       | 155.390,59      | 9.323,44   | 164.714,02 | 159.830,36      | 9.589,82   | 169.420,18 |
| 7       | 155.390,59      | 10.877,34  | 166.267,93 | 159.830,36      | 11.188,13  | 171.018,49 |
| 8       | 155.390,59      | 12.431,25  | 167.821,83 | 159.830,36      | 12.786,43  | 172.616,79 |
| 9       | 155.390,59      | 13.985,15  | 169.375,74 | 159.830,36      | 14.384,73  | 174.215,09 |
| 10      | 155.390,59      | 15.539,06  | 170.929,65 | 159.830,36      | 15.983,04  | 175.813,40 |
| 11      | 155.390,59      | 17.092,96  | 172.483,55 | 159.830,36      | 17.581,34  | 177.411,70 |
| 12      | 155.390,59      | 18.646,87  | 174.037,46 | 159.830,36      | 19.179,64  | 179.010,01 |
| 13      | 155.390,59      | 20.200,78  | 175.591,36 | 159.830,36      | 20.777,95  | 180.608,31 |
| 14      | 155.390,59      | 21.754,68  | 177.145,27 | 159.830,36      | 22.376,25  | 182.206,61 |
| 15      | 155.390,59      | 23.308,59  | 178.699,18 | 159.830,36      | 23.974,55  | 183.804,92 |
| 16      | 155.390,59      | 24.862,49  | 180.253,08 | 159.830,36      | 25.572,86  | 185.403,22 |
| 17      | 155.390,59      | 26.416,40  | 181.806,99 | 159.830,36      | 27.171,16  | 187.001,52 |
| 18      | 155.390,59      | 27.970,31  | 183.360,89 | 159.830,36      | 28.769,47  | 188.599,83 |
| 19      | 155.390,59      | 29.524,21  | 184.914,80 | 159.830,36      | 30.367,77  | 190.198,13 |
| 20      | 155.390,59      | 31.078,12  | 186.468,70 | 159.830,36      | 31.966,07  | 191.796,43 |
| 21      | 155.390,59      | 32.632,02  | 188.022,61 | 159.830,36      | 33.564,38  | 193.394,74 |
| 22      | 155.390,59      | 34.185,93  | 189.576,52 | 159.830,36      | 35.162,68  | 194.993,04 |
| 23      | 155.390,59      | 35.739,84  | 191.130,42 | 159.830,36      | 36.760,98  | 196.591,35 |
| 24      | 155.390,59      | 37.293,74  | 192.684,33 | 159.830,36      | 38.359,29  | 198.189,65 |
| 25      | 155.390,59      | 38.847,65  | 194.238,23 | 159.830,36      | 39.957,59  | 199.787,95 |
| 26      | 155.390,59      | 40.401,55  | 195.792,14 | 159.830,36      | 41.555,89  | 201.386,26 |
| 27      | 155.390,59      | 41.955,46  | 197.346,05 | 159.830,36      | 43.154,20  | 202.984,56 |
| 28      | 155.390,59      | 43.509,36  | 198.899,95 | 159.830,36      | 44.752,50  | 204.582,86 |
| 29      | 155.390,59      | 45.063,27  | 200.453,86 | 159.830,36      | 46.350,80  | 206.181,17 |
| 30      | 155.390,59      | 46.617,18  | 202.007,76 | 159.830,36      | 47.949,11  | 207.779,47 |
| 31      | 155.390,59      | 48.171,08  | 203.561,67 | 159.830,36      | 49.547,41  | 209.377,77 |
| 32      | 155.390,59      | 49.724,99  | 205.115,58 | 159.830,36      | 51.145,72  | 210.976,08 |
| 33      | 155.390,59      | 51.278,89  | 206.669,48 | 159.830,36      | 52.744,02  | 212.574,38 |
| 34      | 155.390,59      | 52.832,80  | 208.223,39 | 159.830,36      | 54.342,32  | 214.172,68 |
| 35      | 155.390,59      | 54.386,71  | 209.777,29 | 159.830,36      | 55.940,63  | 215.770,99 |

ANTIGÜEDAD: ES EL 1% POR AÑO TRABAJADO. ART. 11° Inc. c) DEL CONVENIO N.º 781/20.

PRESENTISMO: LAS CIFRAS REMUNERATIVAS DEBERÁN SER INCREMENTADAS CON LA ASIGNACIÓN  
COMPLEMENTARIA ESTABLECIDA POR EL ART. 11° Inc. b) DEL CONVENIO N° 781/20.

  
Cristian Arriaga  
Secretario de Convenciones Cdeciivas  
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y Seguridad en el Trabajo  
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Daniel Lopera  
Secretario de Asuntos Laborales  
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Armando Cavalleri  
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Meriana Paulino Castro  
Asesora Letrada

  
Jorge Barbieri  
Asesor Letrado

  
GLAUCO C. MARQUES  
Apoderado CACC