2023-2028 agreement negotiated by the Common Front

PURCHASING POWER PROTECTION: ADJUSTMENT CLAUSE FOR MARCH 31, 2026, 2027, AND 2028

The 2023-2028 collective agreement obtained through our solidarity as a united front not only guaranteed wage increases of 17.4% — the highest since 1979 — but also reintroduced an important safeguard into our collective agreements: purchasing power protection. This adjustment mechanism will automatically apply on March 31, 2026, 2027, and 2028 if annual inflation (from April 1 to March 31) is higher than our wage increases.

On April 20, when *Statistics Canada* releases its official data for March, we will know whether this mechanism will be triggered on March 31 for its first year of application.

The number to watch on April 20

The March 2026 Consumer Price Index (CPI-Quebec)

The trigger threshold is so close that a simple failure of inflation to decline will be enough to activate it. In other words, if the March index is equal to or higher than that of February, the adjustment mechanism will apply.

WHAT DOES THE COLLECTIVE AGREEMENT ENTAIL?

On March 31 of each of the last three years of the collective agreement, a salary adjustment (up to **1.0%**) is added if inflation exceeds the salary increase obtained on the **previous April 1:**

March 31, 2026	If inflation between April 1, 2025, and March 31, 2026, was greater than 2.6%	A salary adjustment of up to 1.0% is being made to close the gap.
March 31, 2027	If inflation between April 1, 2026, and March 31, 2027, was greater than 2.5%	A salary adjustment of up to 1.0% is being made to close the gap.
March 31, 2028	If inflation between April 1, 2027, and March 31, 2028, was greater than 3.5%	A salary adjustment of up to 1.0% is being made to close the gap.

IN CLEAR TERMS, HOW IS THE ADJUSTMENT CALCULATED?

To obtain an accurate picture, the calculation is not based on a simple comparison between two months (e.g., March 2025 versus March 2026), but on all the monthly data for the year. We compare the **"snapshot" of prices for the year 2025-2026** (12-month average) with that of the previous year (**2024-2025**).

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1 The annual average: a consistent method

We add up the Consumer Price Index (CPI Quebec) for each month and divide it by 12. This gives us a steady annual average for 2024-2025 and another for 2025-2026. This is the same method used by *Statistics Canada* to determine annual inflation (January-December).

2 The gap (inflation)

We calculate the percentage difference between these two averages.

3 The result

The mechanism is triggered if inflation exceeds the **2.6%** increase received on April 1, 2025, in order to close the gap up to a maximum of **1.0%**. However, no adjustment is paid if the gap is less than **0.05%**, which would represent an adjustment of less than $0.0125 per hour for a salary of $25.

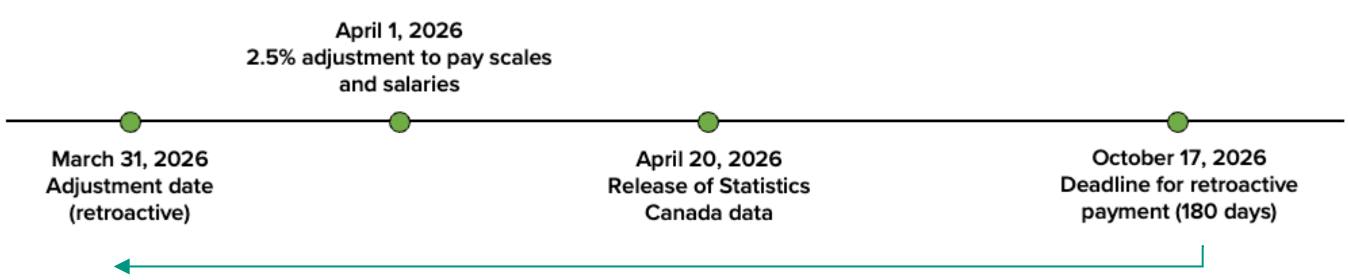
In other words, inflation must reach at least **2.65%** for an adjustment to be applied to your pay.

4 Adjustment and retroactivity

Once the data has been published by *Statistics Canada* (scheduled for April 20, 2026), your employer has **180 days** to adjust your wages, i.e., until **October 17, 2026**.

Important

- Regardless of when the adjustment appears on your paycheck, it is retroactive to March 31, 2026.
- The adjustment is applied before the 2.5% salary increase scheduled for April 1, 2026. This 2.5% increase will therefore apply to a salary that has already been increased by the protection clause, if applicable.



PERSPECTIVES AND MOMENT OF TRUTH

The situation is now extremely tight: inflation has reached a point where it is on the very verge of triggering the adjustment clause. The outcome will depend entirely on the March 2026 data, which will be released on April 20.

Current international instability, particularly the conflict in Iran and its impact on energy prices, could exert additional upward pressure. However, current calculations show that simply failing to see a decline in inflation in March would be enough to trigger the mechanism.

In any case, this inflation protection mechanism confirms its full importance here: it acts as a vital bulwark to protect our purchasing power against such unpredictable shocks, both for the current year and for years to come.