



RECA Board of Directors Special Meeting

8:30 – 10:00 am, February 18, 2026

Virtual Teams Meeting

MINUTES

In Attendance:	Cynthia P. Moore, Chair George Bamber Jai Parihar Jared Morrison Anand Sharma
Absent	Ken Morris
Staff Resource	Stacy Paquin, <i>Chief Executive Officer</i>
Recording Secretary:	Rina Hawkins

1. Call to Order

The Real Estate Council of Alberta ("RECA") Board Chair ("Chair") called the meeting to order at 8:34 am.

2. Approval of Agenda

The RECA Board of Directors ("Board") reviewed the meeting agenda.

At the request of a Board member, the Board agreed to add an in-camera session for Board members only, at the start of the meeting agenda.

***MOTION:** The RECA Board of Directors approves the February 18, 2026, special meeting agenda, as amended.*

Motioned by Anand Sharma

Seconded by Jai Parihar

Carried

3. Conflicts of Interest Declared

The Chair asked if there were any conflicts of interest to declare.

No conflicts of interest were declared.

4. Chair's Comments

The Chair delivered opening remarks.

5. Information Items

The Board reviewed the RECA Board Workplan and Board & Industry Council calendar for 2025/2026.

6. In-Camera Session

The Board moved in-camera with the Board only, at 8:38 am.

MOTION: The RECA Board of Directors moves in-camera with the Board only.

Motioned by Jai Parihar

Seconded by Jared Morrison

Carried

The Board moved out of in-camera at 9:05 am.

MOTION: The RECA Board of Directors moves out of in-camera.

Motioned by George Bamber

Seconded by Anand Sharma

Carried

7. RECA Hybrid Work Model

At the Board's request, the CEO presented analysis and recommendations on potential changes to RECA's hybrid work model.

[REDACTED]

The Board discussed current hybrid arrangements, contractual flexibility, and implementation considerations. [REDACTED]

[REDACTED]

Following the discussion, the Board moved in camera for further deliberation.

The Board moved in-camera with the Board only, at 9:29 am.

MOTION: The RECA Board of Directors moves in-camera with the Board only.

Motioned by Jared Morrison

Seconded by Jai Parihar

Carried

The Board moved out of camera at 9:58 am.

MOTION: The RECA Board of Directors moves out of in-camera.

Motioned by Anand Sharma

Seconded by George Bamber

Carried

Following the in-camera session, the Board Chair advised that the Board had discussed several key matters regarding the future of RECA's current hybrid work model and compensation philosophy. The Board agreed to a set of recommendations to be proposed to the CEO for consideration. It was noted that the Board did not pass a formal motion; rather, the recommendations were put forward for the CEO's review, with the final decision resting with the CEO.

Hybrid Working Model Recommendation

The Board recommends that the senior management team return to the office five (5) days per week, effective no later than August 1, 2026. Staff members are expected to return to the office four (4) days per week, commencing September 1, 2026. Additionally, any flexibility or accommodations are to be considered on a case-by-case basis by Management.

[REDACTED]

Additional Holidays

The Board supports the granting of two extra paid holidays as part of the revised benefits offered to staff (i.e. Easter Monday, Truth & Reconciliation Day).

The CEO agreed to review the Board's recommendations.

8. Next Meetings

- Wednesday, May 6, 2026, Special Board Meeting, Calgary, Alberta
- Wednesday, May 27, 2026, Regular Board Meeting, Banff, Alberta

9. Final Adjournment

The meeting adjourned at 10:03 am.

***MOTION:** The RECA Board of Directors approves the final adjournment of the February 18, 2026, special meeting.
Moted by George Bamber
Carried*

Approved at Banff, Alberta on May 27, 2026

Cynthia P. Moore, Board Chair

RECA Board of
Directors – Special
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Minutes of Meeting

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