

*Adjournment Debate*IMMIGRATION—RECRUITMENT OF FOREIGN EXECUTIVES BY
BANK OF MONTREAL. (B) PERMISSION GRANTED BY
GOVERNMENT

Mr. David Orlikow (Winnipeg North): Mr. Speaker, some weeks ago I asked the Minister of Employment and Immigration (Mr. Roberts) why his Department had approved the entry into Canada of about two dozen senior executives from outside of Canada for the Bank of Montreal and why he had also given authorization for the further recruitment of another 25 or 30 more people by the Bank of Montreal.

I pointed out to the Minister that no other bank was doing this, that this was being done at a time when we have a large number of Canadians who have graduated and taken post-graduate courses in economics, finance, in such fields as chartered accountancy and so on.

● (1820)

I pointed out further that no other employer was able to do that. Any other employer who wanted to bring in someone from outside Canada had to demonstrate to officials of the Department of Employment and Immigration that they had tried to recruit someone inside Canada and that neither they nor the Department were able to find a Canadian to do the job.

There were Canadians who could have done the work for which the Bank of Montreal recruited offshore. The Chairman of the Bank of Montreal, Mr. Mulholland, has been in Canada since 1969. He is still not a Canadian citizen. I assume it is Mr. Mulholland who has made the decision to recruit so many non-Canadians for senior positions within the Bank of Montreal.

Among the influential appointments made by the Bank of Montreal of non-Canadians are: Mr. Farstad, Vice-President in charge of credit at Toronto who came from Citibank in the United States; Mr. Allen C. Marple, Senior Vice-President and Division Executive in Toronto, from the Chase Manhattan Bank; Mrs. Elizabeth Wright, Vice-President and District Executive in Toronto from Chemical Bank; and Mr. Michael Cully who came from Citibank to be Senior Vice-President in charge of Corporate Planning in Toronto.

These influential appointments included: the senior officer responsible for the bank's corporate and government business globally, the senior officer of the international banking group, the senior trade finance officer responsible for promoting Canada's exports, the senior merchant banking officer, the senior petroleum industry officer, the senior planning officer and the senior loan syndication officer.

This policy of the Bank of Montreal means for Canada that a disproportionate number of key policy-making positions are involved, the result of which is a distinctly non-Canadian interpretation of the bank's responsibilities in Canada. The number of U.S. officers in senior positions in the Bank of Montreal exceed that of the other four major banks combined, all of which appear to manage their business with more success. I will deal with that later. Notwithstanding the bank's argument with immigration authorities that international post-

ings are a two-way street, Greenwich Research Associates, a leading U.S. survey firm, reported that the bank "predominantly employs U.S. nationals in the United States, unlike the other Canadian banks".

More disturbing in the long run is the bank's recruitment policy. Each year a number of post-graduates are recruited for accelerated preparation for senior management. Again there is a heavy bias toward the United States. Extensive recruitment presentations are made at the better United States campuses, while a number of Canadian universities, such as the University of Saskatchewan, do not qualify. Harvard, Stanford, Wharton and several other universities in the United States receive official delegations of recruiters, but Canadian universities do not. Over a third of the jobs in the top tier of the bank's recruitment program go to United States recruits, while any number of young Canadians are not even given the opportunity to hear what is available.

The result is that morale in the bank has declined to a very great extent. One would expect that because of its recruitment policy the Bank of Montreal is more successful than other Canadian banks. Nothing could be further from the truth. In 1983, of the five major Canadian banks, the Bank of Montreal made the lowest profit. The Royal Bank had profits of \$480 million; Toronto-Dominion \$325 million; Bank of Nova Scotia, \$347 million; Canadian Imperial Bank of Commerce, \$314 million; and the Bank of Montreal, a mere \$282 million. This is the bank which in 1982 paid no taxes and in fact received a tax credit of \$22.4 million. This is the bank which in 1983 paid a tax rate equivalent to that of small businesses, a tax rate of 25 per cent.

● (1825)

The Minister should apply to the Bank of Montreal the same standards he applies to other employers who wish to recruit people from outside of Canada. He should make the Bank of Montreal prove that the vacant positions for which it wishes to recruit people cannot be filled by Canadians. We have spent hundreds of millions of dollars in recent years to support post-secondary education. We have turned out more Ph.D's in economics, finance, accounting and every other field having to do with banking than ever before, and I simply cannot and will not believe the contention of the banks that they could not find Canadians to do the work, which contention has been, I believe, very casually and literally accepted by the Government.

[Translation]

Mr. Jean-Guy Dubois (Parliamentary Secretary to Minister of Employment and Immigration): Mr. Speaker, as the Hon. Member for Winnipeg North (Mr. Orlikow) is probably aware, generally speaking, the Canada Employment and Immigration Commission does authorize Canadian employers to recruit foreign workers only under the following conditions: first, their admission does not prejudice employment and career opportunities for Canadians and other authorized residents; second, no qualified Canadians are available or want the