

thank him for taking such an interest in the workers in his constituency.

The question of restricting the use of replacement workers during legal work stoppages raises a number of complex issues, including the need to ensure that necessary services are provided to the Canadian public. Protecting the public interest is of particular relevance in the federal jurisdiction as the Canada Labour Code governs many industries which provide necessary services.

While the code does not prohibit the use of replacement workers, it does provide protection for workers engaged in legal work stoppages. The code prohibits an employer from disciplining an employee for engaging in a legal work stoppage. As well, an employer cannot discipline an employee for refusing to perform the duties of another employee who is involved in a legal work stoppage.

Once a work stoppage is terminated, employees are entitled to return to their employment in preference to any persons hired to replace them.

Despite the complex nature of labour relations within federal jurisdiction, the existing system generally works as intended. Most collective bargaining negotiations are settled by the parties in direct negotiations. Of those that do require conciliation officer assistance, more than 90 per cent—many people do not realize this, Madam Speaker—are settled without a work stoppage.

Part I of the Canada Labour Code has been designed to balance the rights and responsibilities of labour and management. This careful balance ensures that the collective bargaining system functions effectively in the vast majority of cases. For this reason it is important to consider the issue of restricting the use of replacement workers during work stoppages only in the context of a comprehensive review of the code.

At a future date in the context of the full review, extensive consultations will be held and full consideration will be given to all representations on this subject.

I hope this answers the hon. member's concerns.

[*Translation*]

RWANDA

Mr. Bill Graham (Rosedale): Madam Speaker, it is a bit reluctantly and a bit, if I may say, obscenely, that I would ask the following question to the Parliamentary Secretary to Minister of Foreign Affairs, because of the horror and the deep sadness of the intolerable events that are occurring in Rwanda. It is really hard for us, here, in this House, to imagine the situation out there. Let us just think about the 1,500 Rwanda nationals who live here, in Canada, and fear for the life of their families and friends.

[*English*]

I know the Canadian government is taking action in this very difficult situation. I asked the minister the other day if it was not possible to conceive of a surgical strike, a surgical operation whereby someone could go into Kigali and at least allow the innocent civilians who are trapped there in this incredible situation an escape route.

I asked the minister to use his best efforts to see whether through the United Nations this could be done. We have heard on the news that the United Nations is talking about this. Well, the talking is going on and the killing is going on.

We know that this situation requires a regional solution. We know that the Organization for African Unity is there. The Organization of African Unity needs some political will behind it. The Canadian government has earned a great deal of respect and goodwill in Africa. It can provide a political impetus to the process. It can also provide logistical support to the process.

• (1740)

What is being done at this time to try to resolve this situation? I have spoken of a surgical operation and providing the logistical and political motivation to the Organization of African Unity so it is able to step forward. We can give it the strength, give it the ability to carry out an operation which only it can achieve.

[*Translation*]

I would like to end my question, Madam Speaker, the way I started it. Africa is far away, but I believe that what we will do in this situation will determine how that Canada will respond in similar situations that are likely to occur in this more and more unstable and troubled world.

[*English*]

Mr. Jesse Flis (Parliamentary Secretary to Minister of Foreign Affairs): Madam Speaker, unfortunately the civil war continues to claim numerous lives in Rwanda. We are in contact with the UN, the Organization of African Unity, friendly countries and other NGOs in order to determine how best to come to the aid of the Rwandan people.

Next week the Prime Minister will be meeting with the president of the international committee of the Red Cross to exchange views on the provision of humanitarian assistance.

CIDA has already provided \$3 million in emergency aid since April's outbreak of violence. General Dallaire I must point out again continues to play a key role in leading the United Nations assistance mission to Rwanda. As an intermediary between the warring factions and as a participant in the humanitarian operations he has done his utmost to attempt to obtain a ceasefire with the assistance of the other seven Canadian soldiers.