

Industrial relations for a green economy

Innovative bargaining processes for a sustainable growth and a quality employment



Project VS/2014/0405 co-founded

by

DGESAI - DG EMPLOYMENT, SOCIAL AFFAIRS and INCLUSION

CASE FRANCE

Merlet Deco

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PRESENTATION (IDENTITY CARD OF BEST PRACTICE)

Case Study . Merlet Déco : An economic, social, human and environmental success.

Taking social and environmental change through industrial processes account with the paints and cleaning company Merlet Deco, small company located at Cerisay in the Deux- Sèvres (Poitou-Charentes) .

Participants involved:

- Confederation of Crafts and Small Business building (CAPEB).
- Joint Committee of hygiene, safety and working conditions (CPHSCT).
- Region Poitou- Charentes.

History:

In 2006, a joint declaration was signed between the Confederation of Crafts and Small Business building (CAPEB), and five trade unions, to work on the prevention of risks to employees and employers. A Joint Commission of hygiene, safety and working conditions (CPHSCT) was created. In 2010, the paint buildings company Merlet Deco (12 employees) uses oil paints containing toxic substances such as solvents. Cleaning tools, brushes, rollers, is not realized because it requires other toxic products (solvents, products of petroleum chemistry ...). These tools are routinely discarded after use. On the other hand, buckets of paint used should be referred to specialized recycling centers for processing.

Waste treatment generates for the company an important cost.

Employees suffer nuisance related to toxic chemicals. In 2010, an employee develops a serious allergic reaction to these products.

The company could have replaced the employee as it considered he was a victim of an occupational disease preventing him from keeping his job. But the company is a member of CAPEB and his boss is aware of the social dialogue and respect for the environment. The Joint Negotiating with employee representatives in the territorial commission encourages to seek an agreed solution with its employees. The team management of Merlet Deco organizes meetings to find solutions.

The company's choice

The company chooses not to replace the employee who became unable to work by allergies to toxic chemicals, but to change the environment for its employees! The team management of the company changed its products and practices to drastically reduce pollution to health problems due to toxic products. It will now use paints without solvent and other toxic chemicals, more respectful of the environment and employees.

For this, the company, team management and the employees who were consulted in different meetings, decides to use water-based paints in place of oil paints and invests in the purchase of a cleaning machine tools so that they can be reused. The technique of watercolor allows.

Investment cost of the machine to clean and recycle water: about 5000 €

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The machine works with 80 liters of water in a closed circuit. The water is continuously recycled. It adds a flocculant which has the particularity to filter water impurities (blocks paint particles). With 15 liters of water heavily soiled, it works like a solid slab of two kilograms of waste that can be easily treated as mere status of household waste. Any discharge to nature or to the sewer is removed. Workers are no longer in contact with toxic chemicals and are more exposed to risks involved.

Claude Giffaud , painter , said :"It not only avoids having to manually flush the tools and thus have contact with toxic chemicals. But also avoids flushing water pipes and sewerage network . "

Summmary of developments :

- Employees are no longer exposed to toxic chemicals associated with these paintings. Their working conditions are improved and the risk of developing occupational diseases away.
- The employee victim of allergy toxic products and who knows very well his job, may continue to ply his trade in the company, which was eager to keep him. The company benefits from an economy replacement research and training a new employee. In addition, the employee "saved" has invested more in the company and provides training for new recruits, in particular the new procedures that respect the environment and human health.
- After amortization of cleaning machine, about two and a half years, the company saves on the purchase of tools and supplies with the ability to clean and reuse. After rinsing, the buckets are reusable.
- The company displays its environmental approach and makes it a marketing advantage to its customers. This allows it to increase its turnover by about twenty percent.

This example has several interests. Human interest because an employee who suffers an occupational disease may continue to do his job in good conditions. Economic interest because the company derives profits from in. Environmental interest because the old toxic paints and used tools are no longer discharged into the environment.

One caveat, this has occurred because an employee developed a serious allergy.

Question: why was it necessary to wait for this extreme situation?

The result is positive for employees, the company, the environment, and social security.
evitalization agreement or at least that consultation take place.