



New York State Nail Salon Industry Enforcement Task Force

Attention Consumers! Top Five Things To Ask When Entering Nail Salons

- Are workers paid at least the minimum wage and overtime? (see other side)
- Is appropriate protective equipment (respirator mask, gloves, eye protection) provided to workers and used?
- Is there adequate ventilation (no strong chemical odors)?
- Is the salon business license posted in plain view?
- Is the Nail Salon Workers' Bill of Rights posted in plain view? (see other side)

Feel free to ask the owner any of these questions. If you have any concerns, please call the Nail Salon Industry Task Force Hotline:

(888) 469-7365

Learn More:

www.ny.gov/NailSalonSafety

#NailSalonSafety

MUST BE POSTED IN PLAIN VIEW

BILL OF RIGHTS

for

Nail Workers

These are your rights regardless of immigration status

Call For Information or Help:

(888) 469-7365

Minimum Wage:

You MUST be paid for EVERY hour you work including overtime, even if you are paid on "commission" or are not experienced:

**If you earn tips,
you must make
before tips:**

AT LEAST
\$6.60/hour
First 40 hours per week

AT LEAST
\$10.98/hour
After 40 hours per week

**If you do not earn tips,
you must make:**

AT LEAST
\$8.75/hour
First 40 hours per week

AT LEAST
\$13.13/hour
After 40 hours per week

Employers Should NEVER:

- Take your tips or wages
- Pay you less than minimum wage
- Make you pay for a job or training, as punishment or any other reason
- Deny you a meal break
- Deny your right to wear a mask and/or gloves
- Punish you in ANY way for complaining about your wages or working conditions



For Your Safety, Owners Must Provide and You Must Wear:

- A respirator (special mask) when buffing/filing nails or when using artificial nail powder
- Gloves when handling chemicals or waste, during cleanup, and when performing any service that could break a customer's skin
- Eye protection when preparing, transferring, or pouring chemicals

You should obtain a license, which you can do at no cost while you work in a New York State-licensed training program. Please contact the hotline above to learn more.



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