

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
\$6.80/hour
First 40 hours per week

AT LEAST
\$11.30/hour
After 40 hours per week

If you do not earn tips, you must make:

AT LEAST
\$9.00/hour
First 40 hours per week

AT LEAST
\$13.50/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 to Workers:

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

If you do not have a license, you should obtain a nail trainee license, which you can do for free. Please contact the hotline above to learn more.



**New York State
Nail Salon Industry
Enforcement
Task Force**