



New York State Nail Salon Industry Enforcement Task Force

New York State Department of Labor
New York State Department of Health
New York State Workers' Compensation Board

New York State Department of State
New York State Department of Taxation and Finance

July 1, 2015

Dear Nail Salon Practitioner:

In May 2015, Governor Andrew M. Cuomo announced a multi-pronged effort to reform the nail salon industry in New York State. This reform will correct and prevent unlawful practices and unsafe working conditions.

Governor Cuomo assembled a Task Force of representatives from the Department of Labor, Department of State, Department of Health, Taxation and Finance and the Workers' Compensation Board to implement the reforms. There will also be a public outreach campaign to educate workers, businesses and the public.

Get more information at <http://on.ny.gov/NailSalonWBR> including the Fact Sheet for Salon Workers.

New Regulations for Salons and the Worker Bill of Rights

The State has put new rules in place for nail salons to protect workers. The new rules include:

- **Nail Salon Workers' Bill of Rights:** Nail salons must post the Workers' Bill of Rights in a place that is visible to all employees and the public. This poster notifies workers of their rights to legal wages and a safe working environment. It also lists a free hotline number that workers can call to ask questions and lodge complaints. Visit <http://on.ny.gov/NailSalonWBR> to view the poster.
- **Personal Protective Equipment:** Owners must provide respirator masks, nitrile gloves and eye protection to workers at no cost. All nail salon workers must have access to and may wear:
 - Respirator masks when buffing or filing nails or using acrylic powder.
 - Gloves when handling potentially hazardous chemicals or waste, during cleanup or when performing procedures where a customer's skin could be broken.
 - Eye protection when pouring or transferring potentially hazardous chemicals and when preparing potentially hazardous chemicals for use in nail care services.
- **Bond and Insurance Requirements:** This will ensure that a nail salon has the means to pay you if it owes any back wages.
- **Health Review of Chemical Agents:** The State will review scientific information on the potential health effects of the chemicals used in nail salons. This review will be used to decide if further action is needed to protect you and your clients.
- **Ventilation Requirements:** The State is currently developing new requirements to ensure that salons and work stations are properly ventilated. You will receive more information once the State finalizes these requirements.

Improved Licensing Process and Free Training

To help nail salon workers, the following changes are being made:

- **Nail Trainee License:** The Department of State is developing a Nail Trainee License program for individuals who want to provide nail services in a salon for a fee while working toward becoming a licensed nail specialist. This program allows unlicensed individuals to maintain their employment until they earn their nail specialist license.
- **License Exams Offered in More Languages:** The Department of State will start giving license exams in Nepali, Tibetan and Vietnamese. Exams are currently given in English, Spanish, Korean, Japanese, Russian and Chinese.
- **License Application Clarified:** The license application will be changed to highlight what is and is not legally required to get a license.
- **Free English Classes:** Office of New Americans English language classes will be expanded to include the New York City area.
- **Free Study Materials:** These documents will be posted on the Department of State's website and distributed through community centers to help workers learn the curriculum and study for exams.

Visit www.dos.ny.gov/licensing/nails/nails.html to learn more about how nail salon workers can get a license and meet Department of State regulations.

Stay Informed and Report Abuse

If you or anyone you know has not been paid proper wages, or has concerns about workplace safety or working conditions, please call the **Task Force Hotline at (888) 469-7365**.

Visit www.ny.gov/NailSalonSafety to learn more about what New York State is doing to stop unsafe working conditions.

Thank you for your urgent attention to this matter.

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www.ny.gov/NailSalonSafety

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