

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.



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

