

# WE ARE YOUR DOL



Department  
of Labor

## BILL OF RIGHTS FOR NAIL WORKERS

### MINIMUM WAGE:

You **MUST** be paid for **EVERY** hour you work, including overtime, even if you are paid on “commission” or are not experienced.

### THESE ARE YOUR RIGHTS REGARDLESS OF IMMIGRATION STATUS

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

**CALL FOR INFORMATION OR HELP:**  
**(888) 469-7365**

### 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

Location	First 40 hours per week, at least:	After 40 hours per week, at least:
New York City	\$16.00/hour	\$24.00/hour
Long Island and Westchester County	\$16.00/hour	\$24.00/hour
Remainder of New York State	\$15.00/hour	\$22.50/hour