

Getting Information about Chemicals in Salon Products

- Professional nail salon products that contain hazardous chemicals must provide warning and precautionary statements;
- Salons must provide you with safety data sheets (SDSs) for the products that contain hazardous chemicals. SDSs list hazardous ingredients, how you can be exposed, health and safety risks, and steps for safe use and storage. You have the right to ask for and receive a copy of the SDS.

Protecting Worker Health

- Whenever possible, use less hazardous products.
- Ventilate salons and let in fresh air.
- Keep products off skin and out of eyes.
- Safely store chemicals.

The Right to a Safe Workplace

Employees have the right to a safe workplace. Employers have the responsibility to provide working conditions that do not put workers at risk of serious harm. You have the right to receive training and information on job hazards and methods to prevent harm. Workers can call OSHA to ask questions, receive information or file a complaint requesting an OSHA inspection if they believe there is a serious hazard. It's illegal for employers to retaliate against you for raising safety concerns, or calling OSHA.

To ask questions or get more information, go to **www.osha.gov** or call 1-800-321-OSHA (6742). It's confidential. We are here to help.

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 www.osha.gov

 1-800-321-6742

OSHA

 www.dol.gov/whd

 1-866-487-9243

WDH

Our services are *free and confidential*.

We can assist you in *your language*.

Scan this code with your smartphone to view a comprehensive list of potentially hazardous chemicals and their health effects.



NAIL SALON WORKER RIGHTS



Fair Labor Standards Act (FLSA) Rights

The Wage and Hour Division helps all workers in the United States, *regardless of immigration status*.

As a nail salon worker you have the right to be paid full and fair wages for all hours you work. Know your rights!

Hours Worked: You must be paid for all work performed whether or not the employer approves the work in advance. This includes time spent in training, traveling from site to site during the day, and any work performed “off the clock.”

Minimum Wage and Deductions: You must be paid at least the federal minimum wage of \$7.25 for each hour worked regardless of whether you are paid by the hour, the day, or a piece rate. Any deductions for job-related expenses such as uniforms, equipment rentals, or tools cannot reduce your wages below the federal minimum wage. Some states have laws that provide even greater protections.

Overtime Pay: Generally, you must be paid 1-½ times your regular rate of pay after 40 hours of work in a seven-day workweek.

Recordkeeping: Employers are required to keep accurate records of all wages paid and hours worked by their employees. You should also keep a record of your employer’s name, address, phone number and the hours you worked.

ALERT: Some salons call workers “independent contractors” when they are actually employees. Employees are entitled to greater workplace protections and benefits. Contact us if you are unsure whether you are an employee or a contractor.

It is illegal for your employer to fire you or retaliate against you in any way for contacting us or exercising your rights.

If you believe your rights have been violated or you have any questions, call us at **1-866-487-9243**.

We can assist you in ***your language***.

Our services are ***free and confidential***.

Stay Healthy and Safe While Giving Manicures and Pedicures

Products used in nail salons can contain harmful chemicals. Over time, repeated use or exposure to high concentrations of these chemicals could damage your body or cause serious health effects. You have the right to working conditions that do not put you at risk of serious harm. For a comprehensive list of potentially hazardous chemicals and their health effects go to **www.osha.gov/SLTC/nailsalons**