Healthy habits and know better.

New York City, your nails look amazing thanks to the thousands of technicians who practice their artistry all across the city. But nail salon work can be pretty tough. Long hours, uncomfortable positions, and toxic chemicals can make workers sick.

Nueva York, sus uñas lucen maravillosas gracias a las miles de expertas que practican su arte en toda la ciudad. Pero, el trabajo en el salón de manicura puede ser bastante duro. Las largas horas de trabajo, las posiciones incómodas y las sustancias químicas tóxicas pueden hacer que los trabajadores se enfermen.

York, you can build a healthy salon for everyone. For more info, contact NYCOSH at 212-562-4572 or get more information at www.nycosh.org.

Para todos. Los trabajadores de condiciones inseguras e insalubres en el salón de manicura más saludable.

NYCOSH is a nonprofit organization that advocates for the right to safe and healthy jobs for every worker. For more info, call 888-469-7365.
If that adds up to less than $8.75, your boss owes you $2.25.

Go to your local Department of Labor office to file a complaint about your boss.

When the salon is less busy, go outside to give yourself a break from exposure to chemicals.

If the licensing test isn’t available in your language, ask for an interpreter.

Overtime hours = 1.5 x normal hourly rate (or at least $13.13 per hour)

$8.75

When you’re feeling sick and symptoms persist for more than 10 days, call your doctor.

The maximum number of hours you work in one day, your boss has to pay you for an extra hour of work for that day.

For example...

IF YOU GET SICK IT’S NOT JUST A COUGH, YOU CAN TAKE A PAID SICK DAY IF YOU WORK MORE THAN 80 HOURS IN A YEAR.

FEEL FREE TO ASK YOUR BOSS TO FILE A COMPLAINT WITH THE DEPARTMENT OF LABOR.

IF YOU FEEL ANY OF THESE AND THEY KEEP HAPPENING, OR IF YOUR SITUATION WORSENS, TELL YOUR DOCTOR YOU WORKED WITH CHEMICALS.

You can get help from:

- Adhikaar: Narbada Chhetri, Raji Manjari Pokhrel, Luna Ranjit
- CUP: Christine Gaspar, Sarah Lidgus
- Xueqin Ni, Margarita Nuñez, Oscar Nuñez, Anna Pelavin, Mårten

NOSA is a non-profit organization that advocates for the rights of workers in New York City.

www.nycosh.org

To learn more about how to get involved:

Twitter: @healthysalons

Nuestros tres objetivos de la campaña son:

• Ending workplace abuse and exploitation, including long hours, uncomfortable positions, and toxic chemicals.

• Creating a healthier nail salon industry.

• Limiting exposure to hazardous chemicals.

In the salon, practice healthy habits and know your rights:

- Keep good posture and stretch regularly.
- Avoid working long hours.
- Take breaks.
- Eat healthy meals.
- Drink plenty of water.
- Keep equipment clean and sanitized.
- Take your breaks even if your boss pressures you to work longer hours.
- Regularly wash your hands.
- Speak up when you feel sick.
- Wear proper PPE.
- Take home any equipment you use.
- Keep your tools clean and sanitized.
- Use clean, sanitized tools on all clients.
- Avoid reusing tools on different clients.
- Wear masks when you provide services that may cause you to inhale fumes or dust.
- Keep your workspace clean and organized.

You have these rights regardless of your race, gender, ethnicity, age, or immigration status:

- Right to a safe workplace.
- Right to receive payment for all hours worked.
- Right to receive overtime pay.
- Right to compensation for work-related illnesses or injuries.
- Right to a break every 4 hours.
- Right to file a complaint with the Department of Labor.
- Right to a paid sick day.
- Right to a paid vacation.
- Right to a just wage.
- Right to consortium.
- Right to collective bargaining.
- Right to a family-friendly workplace.
- Right to a healthy workplace.

For more information about how to address health, safety, and rights, visit www.nycosh.org or call 212-227-6440.

RESOURCES

- OSHA is a federal agency whose mission is to protect workers from unsafe and unhealthy workplaces. For more information, visit: www.OSHA.gov or call: 212-562-4572.
- NOSA is a non-profit organization that advocates for the rights of workers in New York City.
- CUP: Christine Gaspar, Sarah Lidgus, Xueqin Ni, Margarita Nuñez, Oscar Nuñez, Anna Pelavin, Mårten.

More information about Adhikaar can be found at: www.adhikaar.org or call: 212-227-6440.
Together We Can Create Healthy Salons

Keep Chemicals Contained
- Use only necessary products that are safe.
- When not in use, keep bottles closed.
- Return chemicals to storage areas.

Keep Air Moving
- Ensure ventilation fans are on.
- Open windows to increase air circulation.
- Keep air moving in the salon to minimize exposure to chemicals.

Be Patient
- Encourage technicians to take breaks.
- Understand that technicians work long shifts.
- Be patient when technicians are busy.

Wear the Right Mask
- If you work near chemicals, wear a mask.
- If you're using metal or acrylic products, wear a mask.
- Masks protect from airborne particles and contaminants.

Wear Gloves
- Wear gloves when working with metal or acrylic products.
- Gloves protect hands from chemical exposure.
- Always wash gloves after each use.

Sanitize
- Sanitize tools after each use.
- Use a disinfectant to clean and sanitize tools.
- Regular cleaning and disinfection of tools reduce the risk of contamination.

Eat Meals
- Keep food and drinks covered when not in use.
- Avoid eating and drinking near chemical products.
- Maintain a safe distance from chemical products.

Wear Posture
- Maintain proper posture while working.
- Avoid sitting for extended periods.
- Use a chair with good back support.

Tip Big
- Leave a generous tip as a thank you.
- Technicians rely on tips for a significant portion of their income.
- Leave tips in cash or by e-transfer.

For more information about workplace health, safety, and rights, visit: Healthysalons.org
Healthy Salons For All

Nail salon workers, advocates, and customers are working together to create a healthier nail salon industry.

Our three campaign goals are:

- Removing barriers to licensing due to immigration status and language ability;
- Creating a healthier nail salon industry by limiting exposure to toxic chemicals;
- Ending workplace abuse and exploitation, including long hours and wage theft.

Join our campaign to create healthy salons for all.

 NK में नैसर्गिक और स्वास्थ्य सम्मान प्रदान करने के लिए सेवन करें। बनाए नतीजों के लिए हम सहयोग कर सकते हैं।

हमारे अभियान के लिए सहयोग करें:

- आपकी मान्यता के लिए आवेदन करने के लिए नाम, नंबर और व्यक्तिगत जानकारी के साथ थिएटर में भेजें।
- स्वास्थ्य समस्याओं के लिए अनुमोदन दें।
- अपने अंतर्गत के लोगों के साथ सहयोग करें।

संयुक्त राष्ट्रों के लिए स्वास्थ्य सम्मान प्रदान करने के लिए सेवन करें।

RESOURCES

Para obtener más información sobre la salud, la seguridad y sus derechos como trabajador, visite: www.nycosh.org, o llame al: 212-227-6440. La Clínica de Medicina Ocupacional y Ambiental de Bellevue/Universidad de Nueva York pueden ayudarla si se enferma en su lugar de trabajo. Llame al: 212-562-4572.

NYCOSH es una organización sin fines de lucro que defiende los derechos de los trabajadores independientemente de su condición migratoria. Para presentar una queja por abuso o explotación, comuníquese con OSHA al 1-800-321-6742.

美甲从业人员, 倡导者, 和顾客共同合作, 创造更健康的美甲行业。

Nuestros tres objetivos de la campaña son:

- Eliminar los obstáculos para la licencia debido a las condiciones migratorias y a la diferencia de idioma;
- Crear una industria del salón de manicura más saludable limitando la exposición a sustancias químicas tóxicas;
- Poner fin al abuso y la explotación en el lugar de trabajo, e incluso a las largas horas de trabajo y el robo de salarios.

Unáis a nuestra campaña para crear salones saludables para todos.

To learn more about how to get involved, visit: www.nycosh.org

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