DOL Nail Salon Wage and Hour Rights



The importance of knowing the difference between the wage and hour wages because employees are legally entitled to greater health and safety protection.

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.”

ARE YOU AN INDEPENDENT CONTRACTOR OR AN EMPLOYEE?

Some salons incorrectly call workers “independent contractors” when they are actually employees.

It is important for you to know the difference between the two because employees are legally entitled to greater health and safety protections, wages and benefits.

A salon owner may…