

Working Safely in Nail Salons

All employers in California, including nail salons, are responsible for providing a safe and healthy work environment for their employees. This fact sheet provides information on:

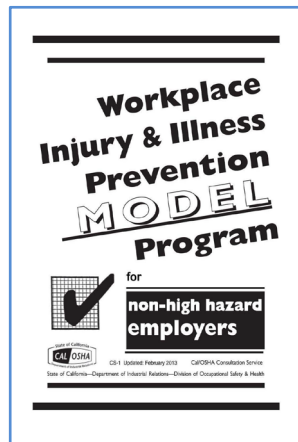


- Requirements to develop and implement an Injury & Illness Prevention Program (IIPP).
- Common topics and resources for nail salons.

Developing and Implementing IIPP

Employers must develop and implement a comprehensive Injury and Illness Prevention Program that includes eight (8) required elements. The program must be in writing.

Cal/OSHA has provided a model program and a guide that can be used by nail salon employers to develop their own written IIPP.



The model program and guide are available online:
www.dir.ca.gov/dosh/dosh_publications/iipnonhigh.html
www.dir.ca.gov/dosh/dosh_publications/iipp.pdf

What are the Eight Elements of an IIPP?

1. Identification of the person responsible for implementing the program.
2. A system for effectively communicating with employees about health and safety matters.
3. A system for ensuring that employees comply with safe and healthy work practices. This should include providing positive reinforcement for employees who follow the rules and appropriate action for employees who violate the rules.
4. Procedures for conducting workplace inspections. The written IIPP should explain how often inspections are conducted and who does the inspections.
5. Methods for correcting unsafe conditions quickly.
6. A procedure for conducting an investigation if an employee is injured on the job or has an occupational illness.

7. Training and instruction for employees. Some of the topics and hazards most commonly found in nail salons are listed below under "Common Topics and References."
8. Records of employee training and workplace inspections. These records should be on file and available for review.

Common Topics and References

(Only selected information is provided. Listing is not comprehensive)

Work Safely with Chemicals

- Choose safer products
- Read labels
- Read Safety Data Sheet
- Evaluate & identify hazards
- Use gloves & other equipment
- Use eye wash as needed
- Follow emergency procedures
- Dispose of leftover chemicals properly



Helpful Resources:

T8CCR for HAZCOM: <http://www.dir.ca.gov/title8/5194.html>
OSHA's Nail Salon site: <https://www.osha.gov/SLTC/nailsalons/>
Board of Barbering and Cosmetology (BBC): www.barbercosmo.ca.gov
DTSC site: www.dtsc.ca.gov/InformationResources/DTSC_Overview.cfm
NIOSH Guide for Chemical Hazard: www.cdc.gov/niosh/docs/99-112/
CDPH –artificial nail: www.cdph.ca.gov/programs/hesis/documents/artnails.pdf
EPA site: www.epa.gov/dfe/pubs/projects/salon/nailsalonguide.pdf
HESIS booklet:
www.cdph.ca.gov/programs/hesis/Documents/introtoxsubstances.pdf
CA Safe Cosmetics Program Product Database:
<https://safecosmetics.cdph.ca.gov/search/>

Provide Ventilation to Bring In Fresh Air

- Open doors & windows when needed
- Turn on fans
- Maintain ceiling vents
- Use ventilated stations
- Run A/C to bring in new air
- No smoking
- Keep nail salon's exhaust system on

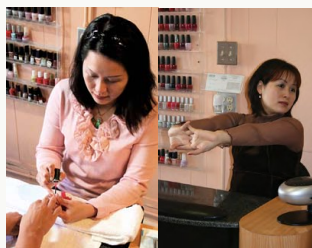


Helpful Resources:

Massachusetts publication: www.mass.gov/lwd/docs/dos/mwshp/hib418.pdf
Board of Barbering and Cosmetology: www.barbercosmo.ca.gov
Nails Magazine - Ventilation: www.nailsmag.com/list/topic/ventilation
NIOSH site: www.cdc.gov/niosh/topics/manicure/
T8CCR Permissible Exposure Limit: www.dir.ca.gov/title8/5155.html

Avoid Pain and Improve Ergonomics

- Provide and use proper lighting
- Eliminate awkward body postures and hand postures
- Take frequent breaks
- Provide and receive training
- Use ergonomic tools
- Avoid excessive repetitive motions



Helpful Resources:

Cal/OSHA's Easy Ergo: www.dir.ca.gov/dosh/dosh_publications/EasErg2.pdf
 OSHA's Nail Salon Ergo: www.osha.gov/SLTC/nailsalons/musclestrains.html
 PBA site: www.probeauty.org/docs/nmc/Ergonomic_Basics-10-9-2012.pdf
 Nails Magazine -Ergonomics: www.nailsmag.com/list/topic/ergonomics

Prevent Heat Illness

- Watch for symptoms
- Drink water frequently
- Use air conditioning
- Provide and receive training
- Use rest periods
- Watch one another
- Know your emergency response plan



Helpful Resources:

Cal/OSHA eTool: www.dir.ca.gov/dosh/etools/08-006/index.htm
 Cal/OSHA Heat Illness site: www.dir.ca.gov/DOSH/HeatIllnessInfo.html
 Employer Training Kit: www.99calor.org/for-employers/index.html
 National Weather Service: www.weather.gov/
 T8CCR for Heat Illness: www.dir.ca.gov/title8/3395.html

Prevent Exposure to Infectious Diseases

- Use disinfectants
- Know how diseases spread
- Provide and receive training
- Be aware of HIV, HEP-B, HEP-C
- Use PPE (Personal Protective Equipment) and maintain good sanitation
- Dispose of biohazard waste properly



Helpful Resources:

OSHA site: www.osha.gov/SLTC/nailsalons/biohazards.html
 EPA site: www.epa.gov/dfe/pubs/projects/salon/nailsalonguide.pdf
 BBC site: www.barbercosmo.ca.gov/enforcement/disinfection.shtml
 Asian Law Caucus: nailsalonalliance.org/storage/ALC%20factsheet.pdf
 Nevada SBC site: cosmetology.nv.gov/Consumers/Nail_Salon_Guide/
 T8CCR for BBP: www.dir.ca.gov/title8/5193.html

Prevent Electrical and Other Safety Hazards

- Water & electricity don't mix
- No exposed live parts
- No overloading of outlets
- No damaged extension cords
- Use ground fault circuit interrupter in wet areas
- No slippery floors; no tripping hazards
- Maintain fire extinguishers & first-aid kits
- Provide and receive training

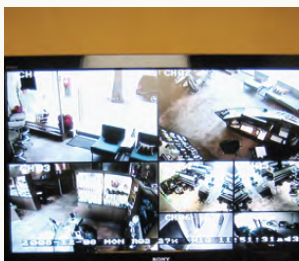


Helpful Resources:

Cal/OSHA Guide: www.dir.ca.gov/dosh/dosh_publications/Electrical_Safety.pdf
 BBC site: www.barbercosmo.ca.gov/laws_regs/regulations.shtml
 T8CCR for Fire Extinguisher: www.dir.ca.gov/title8/6151.html
 T8CCR for First Aid: www.dir.ca.gov/title8/3400.html
 T8CCR for GFCI: www.dir.ca.gov/title8/2300.html

Prevent Workplace Violence

- Know your site security
- Understand posted signs
- Provide and receive training
- Talk with law enforcement
- Use secure cash management
- Minimize cash transactions
- Post emergency phone numbers
- Be aware of foot traffic entering through front and back doors



Helpful Resources:

Model IIPP: www.dir.ca.gov/dosh/dosh_publications/iipsecurity.pdf
 CalOSHA Guidelines: www.dir.ca.gov/dosh/dosh_publications/worksecurity.html
 Board of Barbering and Cosmetology: www.barbercosmo.ca.gov
 NHNBS Alliance: nailsalonalliance.org/
 OSHA site: www.osha.gov/SLTC/nailsalons/

Contacting Cal/OSHA Consultation Services

Publications: www.dir.ca.gov/dosh/PubOrder.asp

Consultation Programs:
www.dir.ca.gov/dosh/consultation.html

Toll-free Number: 1-800-963-9424

On-Site Assistance Program Area Offices:

Central Valley: 559-454-1295 San Diego / Imperial: 619-767-2060
 No. California: 916-263-0704 San Bernardino: 909-383-4567
 SF / Bay Area: 510-622-2891 San Fernando Valley: 818-901-5754
 La Palma / LA / Orange: 714-562-5525

This document is not meant to be either a substitute for or a legal interpretation of the occupational safety and health regulations. Readers shall refer directly to Title 8 of the California Code of Regulations and the Labor Code for detailed information regarding the regulation's scope, specifications, and exceptions and for other requirements that may be applicable to their operations.

