



Promoting Health and Safety in Nail Salons through the *Michigan Healthy Nail Salon Cooperative*

Presentation by Stephanie K. Sayler, MS, CIH
University of Michigan School of Public Health
Department of Environmental Health Sciences



**SCHOOL OF PUBLIC HEALTH
ENVIRONMENTAL HEALTH SCIENCES**
UNIVERSITY OF MICHIGAN

Center for Health, Work & Environment
colorado school of public health



Outline

- Why we got started
 - The Need
 - The Partnerships
 - The Framework
- How we got started
 - The Beginning
 - The Air Sample Results
 - The First Meeting
 - The Focus Groups
- Where we are now
- Where we are going



The Need



The Need



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The Need



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The Partnerships

Batterman Lab - Exposure and Environmental Impact Assessment

Description



Our teaching and research address a wide range of topics in occupational, indoor and environmental settings. Topics include exposure assessment (especially for particulate matter and volatile organic compounds or VOCs); emerging contaminants in occupational, ecological and environmental settings (e.g., brominated flame retardants); biological monitoring (e.g., blood, breath); air quality monitoring (indoor, outdoor); air pollution control engineering (e.g., vapor and particle air filtration); and environmental epidemiology. Other research activities include characterization of VOCs and SVOCs in air, soils and fuels, environmental impact assessment, health impact assessment, risk assessment, environmental statistics, uncertainty analysis; VOC measurement techniques, disinfection by-products in drinking water; hazardous waste/medical waste management; environmental justice; sustainable systems; urban scale air pollutant modeling; environmental impacts of energy production; infectious water-related diseases; and life cycle analysis. Much of this work is done internationally, especially in Africa and Europe.

Leader



[Stuart Batterman, Ph.D.](#)

Professor, [Environmental Health Sciences](#), School of Public Health

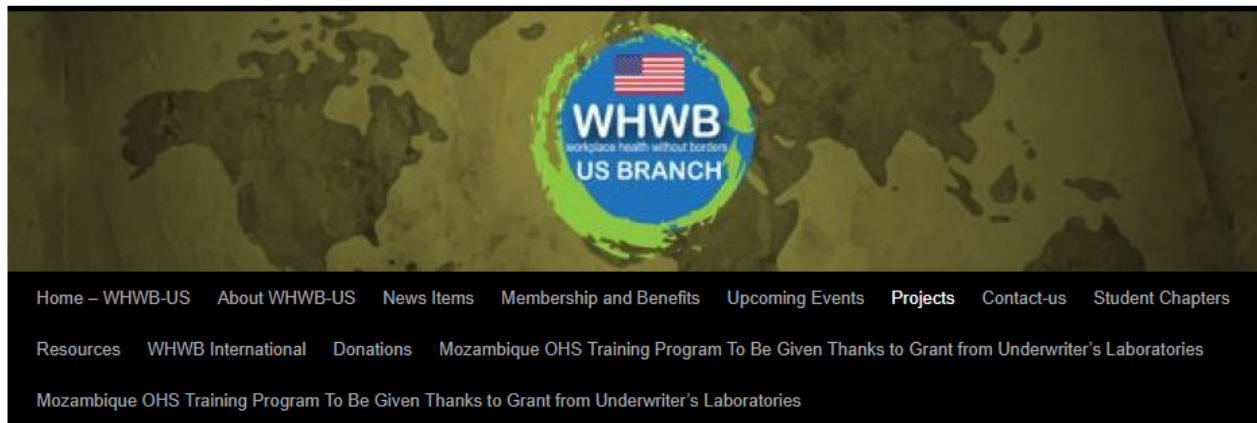
Professor, Water Resources and Environmental Engineering, College of Engineering

Professor, Faculty of Science and Technology, University of Coimbra, Portugal

The Partnerships

Workplace Health Without Borders – US Branch

Dedicated to ensuring healthy working conditions for workers everywhere



Projects

WHWB-US presently are working on, developing and supporting the following projects which strive to build occupational health and safety capacity or help improve the lives of under represented worker populations. We help support our members who may need additional resources to participate in conferences or joint projects with other non-governmental organizations. The following are a list of on-going projects:

- OHTA Learnings Project
- Student Project/Travel Grants
- Brick kilns Project
- Healthy Nail Salons Project

Donate to WHWB-US

US tax deductible donations go to WHWB-US for projects in the USA and around the world as well as helping support operations of the organization. All time is volunteered, there are no paid staff so more funds and resources can go to where it is needed.

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The Partnerships



For A Healthier, More Sustainable, and Just Industry

[Who We Are](#) / [What We Do](#) / [Healthy Salons](#) / [Resources](#) / [Join Us & Take Action](#)



Our Mission

The Collaborative's mission is to improve the health, safety, and rights of the nail and beauty care workforce to achieve a healthier, more sustainable, and just industry.

We are winning worker protections, fostering the creation of "healthy salons," and improving public health.

The Latest News



Why not put ingredients on professional cosmetics?

Currently, the law requires that ingredients have to be listed on the labels of the cosmetics and personal care products you and I buy at drugstores and department stores – products like make-up, body lotions, shampoo, nail polish, hair perm kits and dyes.

The Partnerships



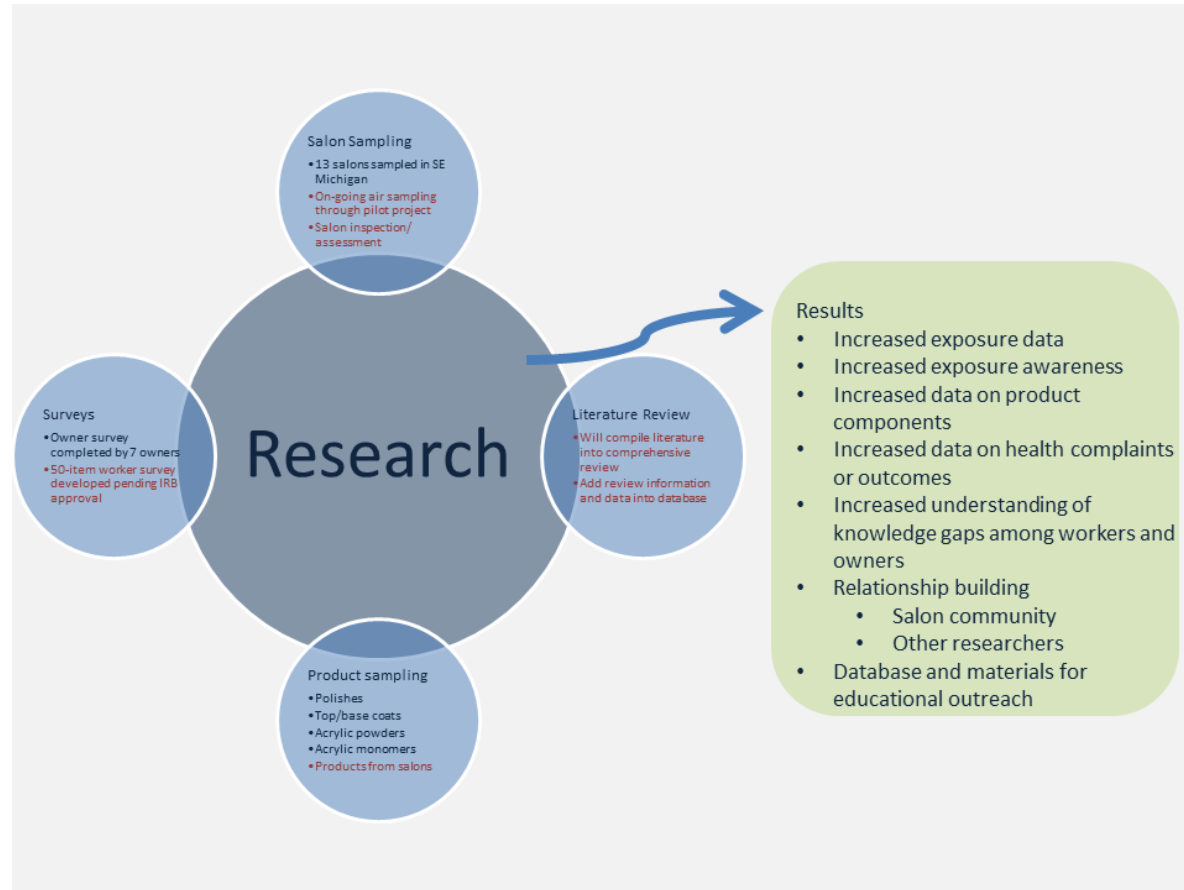
Next Upcoming Event:



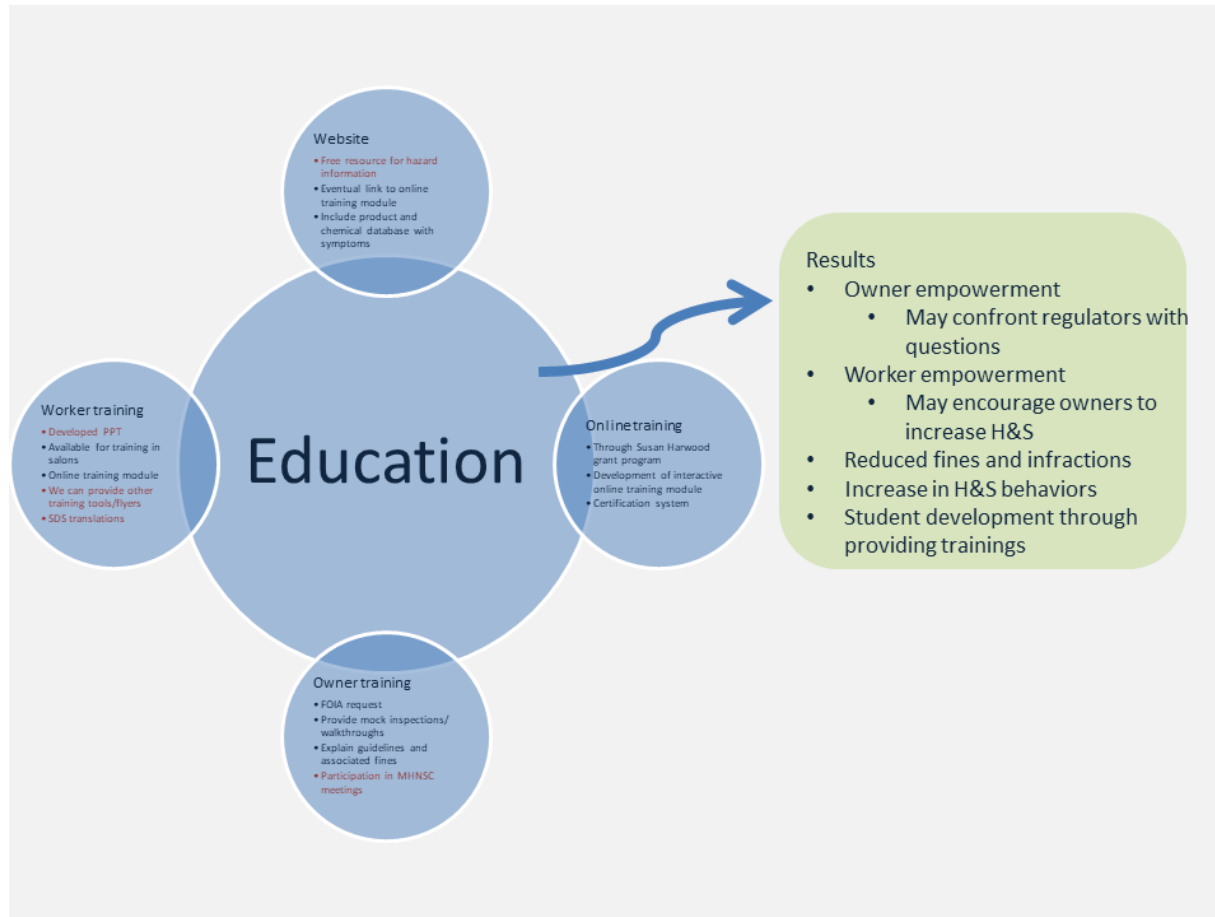
The Framework



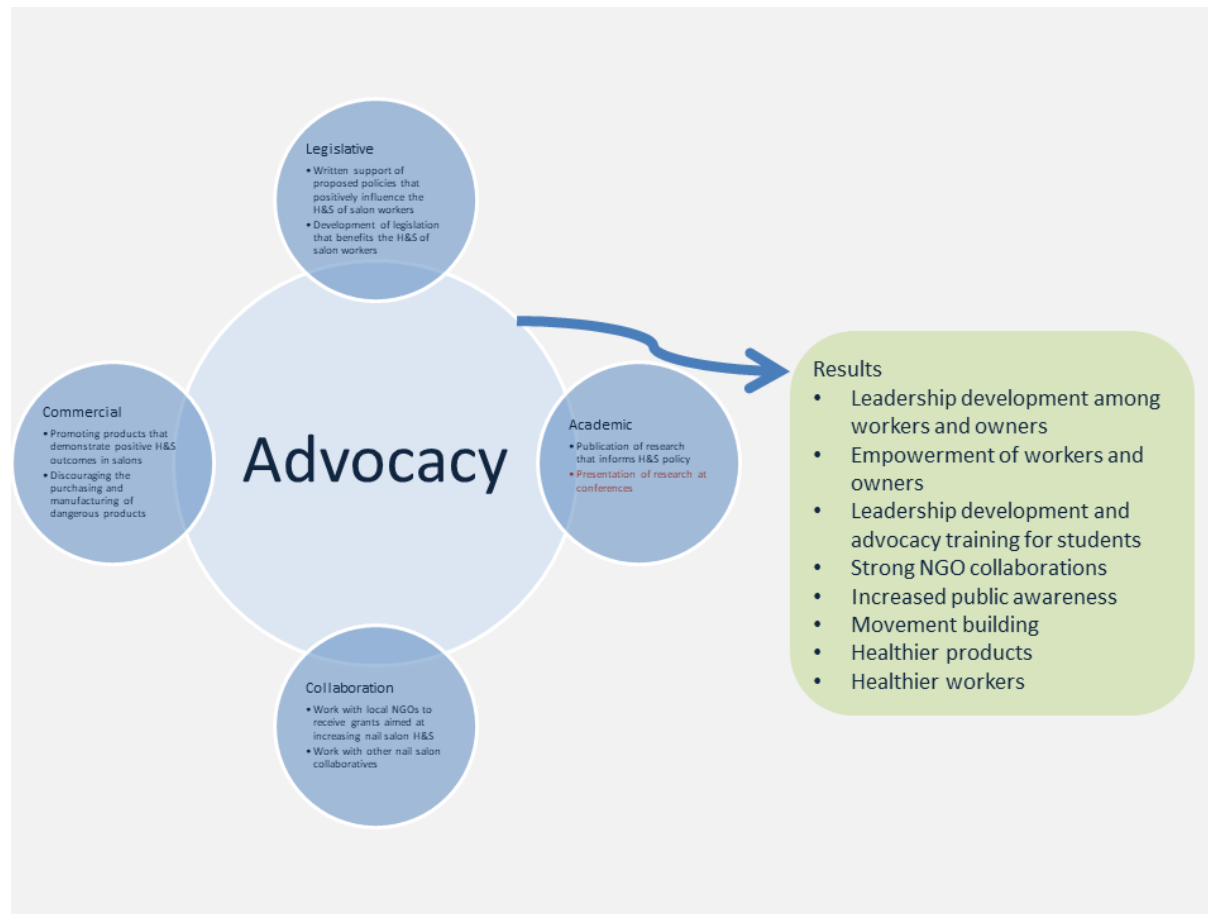
The Framework



The Framework



The Framework



Potential Funding Sources



UNITED STATES
DEPARTMENT OF LABOR



Find it in OSHA



[A TO Z INDEX](#)

Occupational Safety and Health Administration

[English](#) | [Spanish](#)

[ABOUT OSHA](#) ▾ [WORKERS](#) ▾ [EMPLOYERS](#) ▾ [REGULATIONS](#) ▾ [ENFORCEMENT](#) ▾ [TOPICS](#) ▾ [NEWS & PUBLICATIONS](#) ▾ [DATA](#) ▾ [TRAINING](#) ▾



NEW FUNDING OPPORTUNITIES

None at this time

Susan Harwood Training Grant Program

The Susan Harwood Training Grant Program awards grants to nonprofit organizations on a competitive basis. Awards are issued annually based on Congressional appropriation.

The focus of the program is to provide training and education for workers and employers on the recognition, avoidance, and prevention of safety and health hazards in their workplaces, and to inform workers of their rights and employers of their responsibilities under the OSH Act. Target audiences include underserved, low-literacy, and workers in high-hazard industries. Since 1978, over 2.1 million workers have been trained through this program

In Focus

- [U.S. Department of Labor Awards \\$10.5 Million in Training Grants To 80 Nonprofit Organizations for Workplace Safety and Health](#)
- [Prior Year Funding Opportunities and Award Announcements](#)

Quick Links

- [FY 2017 Susan Harwood Targeted Topic Grant Recipients](#)



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The Beginning

mihealthysalons.org

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What we do

Resources

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MICHIGAN HEALTHY NAIL SALON COOPERATIVE
WORKING TOGETHER TODAY, FOR A HEALTHIER TOMORROW

Search

search



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The Beginning

Ann Arbor Nail Salons

Open in My Maps

Salons

- 2410 E Stadium Blvd
- 2931 Carpenter Rd
- 3365 Washtenaw Ave
- 3378 Washtenaw Ave

20 MORE

Shops/Restaurants

- 100 W Michigan Ave
- 2224 Washtenaw Ave
- 883 W Eisenhower Pkwy
- 303 S Division St

5 MORE

Map data ©2017 Google, United States, Terms, Send feedback, 1 mi



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The Beginning

Study ID: HUM00129905 IRB: Health Sciences and Behavioral Sciences Date Approved: 4/27/2017

UNIVERSITY OF MICHIGAN
SCHOOL OF PUBLIC HEALTH
HEALTHY NAIL SALON PROGRAM



- Come share your thoughts
- Get paid for participating

The University of Michigan is conducting a study among nail salons in Michigan to gather information on salon workers and their health.

Please consider 'joining hands' with us to learn more about the growing community of healthy nail salons across the country.

Participation is simple and easy. Come to our focus group dinner and receive money for participating.

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LIÊN HIỆP NGÀNH NAIL
LÀNH MẠNH ĐẠI HỌC
UNIVERSITY OF MICHIGAN



- Đến chia sẻ suy nghĩ
- Tham gia và nhận tiền

Đại học Michigan đang tiến hành một nghiên cứu của các tiệm móng tay ở tiểu bang Michigan để thu thập thông tin về thợ và sức khỏe của họ.

Vui lòng xem xét 'nắm tay' với chúng tôi để tìm hiểu thêm về cộng đồng tiệm móng tay an toàn trên khắp đất nước.

Việc tham gia rất dễ dàng. Đến cuộc họp nhóm tập trung của chúng tôi, ăn một bữa ăn tối, và nhận tiền mặt khi cuộc họp này xong!

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The Beginning



University of Michigan Nail Salon Survey - 2016

1. How many years has your salon been in business at this current location? _____(years)
2. Approximately how many workers in your salon provide nails services? _____
3. Do you belong to any trade associations or other professional organizations? If so, please list:

4. What is/are the primary language(s) spoken in your shop? (Check all that apply)

- | | | | |
|--|--|--|---|
| <input type="checkbox"/> ₁ English | <input type="checkbox"/> ₂ Vietnamese | <input type="checkbox"/> ₃ Chinese/Mandarin | <input type="checkbox"/> ₄ Cantonese |
| <input type="checkbox"/> ₅ Filipino/Tagalog | <input type="checkbox"/> ₆ Spanish | <input type="checkbox"/> ₇ Arabic | <input type="checkbox"/> ₈ Portuguese |
| <input type="checkbox"/> ₉ Hindi | <input type="checkbox"/> ₁₀ Khmer | <input type="checkbox"/> ₁₁ Korean | <input type="checkbox"/> ₁₂ Other: _____ |

5. Which nail services are offered here? (Check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> ₁ Manicure/pedicure, regular or French | <input type="checkbox"/> ₂ Manicure/pedicure, artificial nail application |
| <input type="checkbox"/> ₃ Manicure/pedicure, acrylic | <input type="checkbox"/> ₄ Manicure/pedicure, other finish (shellac, gel, etc.) |
| <input type="checkbox"/> ₅ Other: _____ | |

6. What other salon services are offered here? (Check all that apply)

- | | | |
|--|---|--|
| <input type="checkbox"/> ₁ Hair/make-up | <input type="checkbox"/> ₂ Massages | <input type="checkbox"/> ₃ Waxing |
| <input type="checkbox"/> ₄ Dermatological | <input type="checkbox"/> ₅ Spray tanning | <input type="checkbox"/> ₆ Tanning beds |
| <input type="checkbox"/> ₇ Other: _____ | | |

7. Approximately what percentage of your business involves nail services?

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> ₁ <25% | <input type="checkbox"/> ₂ 25-50% | <input type="checkbox"/> ₃ 50-75% | <input type="checkbox"/> ₄ >75% |
|--|--|--|--|

The Beginning



University of Michigan Nail Salon Survey - 2016

2 months – 17 years



1. How many years has your salon been in business at this current location? _____ (years)

2. Approximately how many workers in your salon provide nails services? _____

3. Do you belong to any trade associations or other professional organizations? If so, please list:

4. What is/are the primary language(s) spoken in your shop? (Check all that apply)

- | | | | |
|--|--|--|---|
| <input type="checkbox"/> ₁ English | <input type="checkbox"/> ₂ Vietnamese | <input type="checkbox"/> ₃ Chinese/Mandarin | <input type="checkbox"/> ₄ Cantonese |
| <input type="checkbox"/> ₅ Filipino/Tagalog | <input type="checkbox"/> ₆ Spanish | <input type="checkbox"/> ₇ Arabic | <input type="checkbox"/> ₈ Portuguese |
| <input type="checkbox"/> ₉ Hindi | <input type="checkbox"/> ₁₀ Khmer | <input type="checkbox"/> ₁₁ Korean | <input type="checkbox"/> ₁₂ Other: _____ |

5. Which nail services are offered here? (Check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> ₁ Manicure/pedicure, regular or French | <input type="checkbox"/> ₂ Manicure/pedicure, artificial nail application |
| <input type="checkbox"/> ₃ Manicure/pedicure, acrylic | <input type="checkbox"/> ₄ Manicure/pedicure, other finish (shellac, gel, etc.) |
| <input type="checkbox"/> ₅ Other: _____ | |

6. What other salon services are offered here? (Check all that apply)

- | | | |
|--|---|--|
| <input type="checkbox"/> ₁ Hair/make-up | <input type="checkbox"/> ₂ Massages | <input type="checkbox"/> ₃ Waxing |
| <input type="checkbox"/> ₄ Dermatological | <input type="checkbox"/> ₅ Spray tanning | <input type="checkbox"/> ₆ Tanning beds |
| <input type="checkbox"/> ₇ Other: _____ | | |

7. Approximately what percentage of your business involves nail services?

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> ₁ <25% | <input type="checkbox"/> ₂ 25-50% | <input type="checkbox"/> ₃ 50-75% | <input type="checkbox"/> ₄ >75% |
|--|--|--|--|



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The Beginning



University of Michigan Nail Salon Survey - 2016

4-20 workers



1. How many years has your salon been in business at this current location? _____(years)

2. Approximately how many workers in your salon provide nails services? _____

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4. What is/are the primary language(s) spoken in your shop? (Check all that apply)

- | | | | |
|--|--|--|---|
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| <input type="checkbox"/> ₅ Filipino/Tagalog | <input type="checkbox"/> ₆ Spanish | <input type="checkbox"/> ₇ Arabic | <input type="checkbox"/> ₈ Portuguese |
| <input type="checkbox"/> ₉ Hindi | <input type="checkbox"/> ₁₀ Khmer | <input type="checkbox"/> ₁₁ Korean | <input type="checkbox"/> ₁₂ Other: _____ |

5. Which nail services are offered here? (Check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> ₁ Manicure/pedicure, regular or French | <input type="checkbox"/> ₂ Manicure/pedicure, artificial nail application |
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| <input type="checkbox"/> ₅ Other: _____ | |

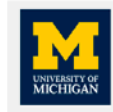
6. What other salon services are offered here? (Check all that apply)

- | | | |
|--|---|--|
| <input type="checkbox"/> ₁ Hair/make-up | <input type="checkbox"/> ₂ Massages | <input type="checkbox"/> ₃ Waxing |
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- | | | | |
|--|--|--|--|
| <input type="checkbox"/> ₁ <25% | <input type="checkbox"/> ₂ 25-50% | <input type="checkbox"/> ₃ 50-75% | <input type="checkbox"/> ₄ >75% |
|--|--|--|--|

The Beginning



University of Michigan Nail Salon Survey - 2016

All "no" →

1. How many years has your salon been in business at this current location? _____(years)

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4 English and 2 Vietnamese

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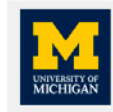
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|--|--|---|--|

4 ">75%" and 1 "50-75%"



The Beginning

8. Where does your business get information on new products and beauty trends? (Check all that apply)

- ₁ Manufacturers
- ₂ Friends/Family
- ₃ Wholesale suppliers
- ₄ Competitors
- ₅ Customers
- ₆ Professional organization/trade association
- ₇ Magazines
- ₈ Other: _____

9. How do nail technicians learn about new techniques and new products? (Check all that apply)

- ₁ Shadowing/On-the job learning
- ₂ At a technical school/program
- ₃ Online resources
- ₄ Through books/pamphlets
- ₅ Other: _____

10. On a scale of 1-3, rate your biggest challenges to success in the nail salon business:

1 = Not a challenge/small challenge 2 = A moderate challenge to success 3 = A large challenge

Government regulations	
Marketing and advertising costs	
Employee recruitment and hiring	
Employee training costs and resources	
Employee retention – employees quit often	
Employee health – employees often call in sick or hurt	
Product prices and/or quality – products do not last long or provide customer satisfaction	
Equipment prices and/or quality – equipment breaks often or performs poorly	
Difficulty communicating with customers or regulators	

Other, please specify: _____

11. Would you be willing to participate in a more detailed follow-up survey with the University of Michigan?

- ₁ Yes
- ₀ No
- ₃ Maybe/Unsure

The Beginning



University of Michigan Nail Salon Survey - 2016

8. Where does your business get information on new products and beauty trends? (Check all that apply)

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- ₃ Wholesale suppliers
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University of Michigan Nail Salon Survey - 2016

The Beginning

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- ₂ At a technical school/program **5**
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Difficulty communicating with customers or regulators	

Other, please specify: _____

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University of Michigan Nail Salon Survey - 2016

The Beginning

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- ₁ Manufacturers
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- ₇ Magazines
- ₈ Other: _____

9. How do nail technicians learn about new techniques and new products? (Check all that apply)

- 3** ₁ Shadowing/On-the job learning
- ₂ At a technical school/program **5**
- 1** ₃ Online resources
- ₄ Through books/pamphlets
- ₅ Other: _____

10. On a scale of 1-3, rate your biggest challenges to success in the nail salon business:

1 = Not a challenge/small challenge 2 = A moderate challenge to success 3 = A large challenge

Government regulations	
Marketing and advertising costs	
Employee recruitment and hiring	
Employee training costs and resources	
Employee retention – employees quit often	
Employee health – employees often call in sick or hurt	
Product prices and/or quality – products do not last long or provide customer satisfaction	
Equipment prices and/or quality – equipment breaks often or performs poorly	
Difficulty communicating with customers or regulators	

Other, please specify: _____

11. Would you be willing to participate in a more detailed follow-up survey with the University of Michigan?

- ₁ Yes
- ₀ No
- ₃ Maybe/Unsure



The Beginning

8. Where does your business get information on new products and beauty trends? (Check all that apply)

- ₁ Manufacturers
- ₂ Friends/Family
- ₃ Wholesale suppliers
- ₄ Competitors
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The Air Sample Preliminary Results

VOC	Customer personal air (n=34)				ACGIH
	DF (%)	Mean ($\mu\text{g}/\text{m}^3$)	Median ($\mu\text{g}/\text{m}^3$)	Range ($\mu\text{g}/\text{m}^3$)	TLV (mg/m^3)
Ethyl acetate	100	1903	1100	171-9652	1400
Isopropyl acetate	71	29	18	<5-163	418
n-propyl acetate	79	62	31	<5-289	835
n-butyl acetate	100	628	297	60-4498	713
MMA	85	4820	974	<2.5-35847	205
EMA	15	75	0.5	<0.5-1917	NA
Heptane	88	84	77	<0.2-187	1640
Benzene	18	4	0.1	<0.1-30	1.6
Toluene	94	107	70	<0.1-646	75
d-Limonene	41	28	0.2	<0.2-295	NA
Formaldehyde	NA	NA	NA	NA	0.37
TVOC	100	7834	3052	571-48413	NA

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The First Meeting



The Focus Groups: Hazards

- “We have to read through [the SDS] but the safety guidelines are always vague and there are times when something is written a bit too clearly or a bit too specifically, and the instructions get lost in a bunch of fluffy words. They are all in English which creates another problem, because not all nail techs read English, so at that point it’s up to the manager or someone like me who is a bit more fluent in English to translate the information. But I am not a professional translator and nor is my manager, and so the amount of information that they give the safety regulations is.... Sufficient but cannot be translated into Vietnamese.”
- “The first thing acetone. The second is the liquid which we associate with the acrylic nails, but I don’t know clearly what the chemical is.”
- “You work like all day, 8, 9 hours you hurt. Usually we just stand up and then walk around kind of shake out. This only happen on like on really busy day. We have to work many hours.”
- “We provide our own tools and own gloves so we have the option of getting rid of those tools and cleaning them up and changing out gloves.”

The Focus Groups: Training

- “There are always new products being released on the market for example we just got a new um type of nail product called the ‘dipping powder’ and it’s something that we haven’t worked with before, and that we haven’t studied in nail school, which makes it a bit more difficult for us to... I don’t know... adapt to a sudden change in situation and sudden change in demand.”
- “The information can be provided in a video, or online, or brochures in both English and Vietnamese. We also have a lot of Thai people working at both salons so maybe even in Thai so it is easily accessible at home. Because just like spending an entire day at a salon or just like 10-7 is a nine hour day and maybe even working overtime would make it ten hours or eleven hours even. That makes it kind of hard to get to a class.”

Where We Are Now: Giving back

Common Fungal Infections

Distal Subungual Onychomycosis (DSO)



Photo courtesy of American Academy of Family Physicians.

Overview: This may cause the nail to turn yellow or white. The nail may crumble and split. This infection can be lifelong and difficult to treat.

Transmission: This may be caused by wearing shoes that are too tight, being exposed to the fungus on a surface, or from direct contact.

White Superficial Onychomycosis (WSO)



Photo courtesy of American Academy of Family Physicians.

Overview: This infection happens on the top layer of the nail. Characterized by white spots and chalky powder on the nail, this can be easily treated.

Transmission: This may be caused by wearing shoes that are too tight, being exposed to the fungus on a surface, or from direct contact.

Candida Onychomycosis



Photo courtesy of American Academy of Family Physicians.

Overview: This infection is more common in fingernails. It may cause the nail to separate from the nailbed, become discolored and oddly shaped.

Transmission: This condition may occur in individuals with previous nail infections or trauma. This condition does not seem to be contagious.

Safety and Prevention

Overview: The Center for Disease Control (CDC) lists several guidelines for the prevention of infection and the spread of infection. These relate to both equipment usage and personal hygiene practices. Any surface that contacts a client is considered contaminated, and must be both cleaned and disinfected. Products may become contaminated if an instrument that touches the client also touches the product.

Single Use Products




It is unsafe to reuse single use products such as a cotton ball, toe separators, and wooden sticks. By touching the client, the product becomes contaminated. This means that the product can now transport microorganisms from client to client if it is not disposed of after the single use.

Multi-use Equipment Sterilization



Your state's cosmetology board sets standards for equipment sterilization. Always use clean and sterilized equipment and practice safe and sterile storage practices between use even if the equipment is exclusively for one client. Nail techs may also want to wear disposable gloves during work.

Cleaning Examples

Method (How to Clean)	Equipment (What to clean using this method)
 Scrub Brush	 Abrasive files & Buffers
 Ultrasonic Cleaner	 Metal pushers & Nippers
 Acetone Soak	 Metal electric file bits
 Washing Machine	 Cloth towels & linens chamois
 Towelette/Wipe	 Electrical equipment & Table tops



Where We Are Going



USE 2017
understanding small enterprises

Stephanie Saylor

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 - Albert Tien, WHWB
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Thank you!



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