

NYSBA Bar Leader's 2015 Innovation Award
HNBA Region II (NY) Addendum

On September 15, 2015, Region II (NY) of the Hispanic National Bar Association ("HNBA Region II (NY)"), along with the help of co-sponsoring community organizations, organized and coordinated a half-day bilingual clinic workshop for Spanish-speaking small business owners of hair, nail, and spa salons in New York City. The purpose of the event, titled the "Nail/Hair Salon Business Owners Breakfast Clinic," was to educate and provide salon owners in the Harlem, Washington Heights, Inwood, and Bronx communities crucial information for complying with federal, state, and local legal requirements governing minimum wage, overtime compensation, health and safety regulations, and, particularly, the new licensing and wage bond requirements for nail services enacted by New York State Governor, Andrew Cuomo, earlier this year.

By all accounts, the event was a tremendous success. We secured the participation and attendance of numerous government agencies including the Department of Labor, the Department of State's Office of New Americans, Department of State Division of Licensing, and the Worker's Compensation Board. The agency presentations focused on important topics central to the State's nail salon reform initiative. Spanish-speaking labor and employment attorneys were also present to answer general wage and hour questions.

The clinic's keynote speaker, Elizabeth De Leon Bhargava, Governor Cuomo's Deputy Secretary of Labor, delivered a moving speech, describing her upbringing in an immigrant family from the Dominican Republic whose entrepreneurial drive led to ownership of several businesses in the community. Bhargava urged business owners to remain knowledgeable and compliant in the management of their businesses to safeguard their livelihoods and continue achieving the American dream. Following the presentations, government representatives tabling the event were also made available to answer direct questions from the business owners individually. With over 75 business owners present, all engaged and eager to learn how to best comply with the new regulations, the day was full of lively discussion.

The idea for the clinic stemmed from a May 2015 *New York Times* article exposing rampant abuses and violations of the labor law in the nail salon industry, which employs a large number of immigrants. In response, the New York State government instituted new regulations and requirements intended to strengthen worker protections and better enforce existing laws. HNBA Region II (NY) recognized it was uniquely positioned to provide a large community of Spanish-speaking business owners critical information on the newly passed legislation affecting their businesses – information to which they often had limited access due to the language barrier. It became apparent that the most efficient way to prevent violations in the industry, protecting immigrant workers and business owners alike, was to spearhead a campaign of education and awareness, and disseminate information on the available resources to ensure business owners were well-equipped to comply with the law.

After months of arduous planning, the culminating event was well-received by all in attendance. Not only did the clinic benefit the immigrant business owners in our community, it was also a rewarding and gratifying opportunity for all HNBA members involved and inspired similar community based programming for this upcoming year. HNBA-Region II (NY) is proud to have coordinated this initiative, which embodied its objectives to empower the Latino community and advocate for solutions on issues that affect the Latino community. As such, HNBA-Region II (NY) submits this initiative for the New York State Conference of Bar Leaders' 2015 Bar Leaders Innovation Award.

Thank you for your consideration.

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¡Atención: Propietarios de pequeñas empresas!

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Únase a nosotros para un seminario de desayuno gratuito sobre leyes y prácticas de empleo.

Tuesday/Martes - Sept. 15, 2015

9 AM to 1:30 PM

Alianza Banquet Hall – 2nd Floor

1112 St Nicholas Ave, New York NY 10032

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Los requisitos de salario mínimo? Créditos de propina? ¿Pago de horas extras? Posters obligatorios?

New Laws Affecting Nail Salons?

Las nuevas leyes que afectan a los salones de unas y pelo?

Safety and Workplace Requirements?

Requisitos de seguridad en el lugar de trabajo?

Have your legal questions answered by law professionals who are here to assist small business owners. Avoid closure for non-compliance. Protect your business and your workers.

Sus preguntas legales serán contestadas por abogados que estarán ahí para ayudar a los propietarios de pequeñas empresas. No permita el cierre de su negocio por falta de cumplimiento. Proteja a su empresa y sus trabajadores.

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Espacio Limitado

Favor de Confirmar su Asistencia : 212-491-9640 esuero@nywcc.org

PATRONIZADO POR



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Space is Limited

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