

Texas Salon & Spa Compliance Checklist

A free quick-reference for Texas salons, spas, barbershops & nail studios | Current as of May 2026

Salons and spas carry compliance risks most owners never see coming — worker misclassification, TDLR sanitation rules, tip reporting, and chemical safety. Use this checklist to spot gaps before the TWC, IRS, TDLR, or OSHA does. This is a general guide, not legal advice.

WORKER CLASSIFICATION (#1 SALON RISK)

- Every worker correctly classified — booth renter (1099) vs. employee (W-2); the IRS, DOL & TWC apply their own tests, not your label**
- Signed Booth Rental Agreement on file for each legitimate renter (own hours, own products, own clients, pays rent)
- Employees (you set schedule, provide product/station, control how work is done) are on payroll with taxes withheld
- No mixing — a worker treated as an employee in practice cannot be paid as 1099 to avoid taxes

TDLR LICENSING

- Current TDLR license on file for every cosmetologist, esthetician, nail tech, and lash tech before their first service**
- Establishment (salon) license active and posted; renewals tracked
- Students / shampoo apprentices work only within their permitted scope under supervision

SANITATION & INFECTION CONTROL (TDLR)

- Implements cleaned and disinfected between every guest; single-use items discarded after one use
- Workstations, chairs, and headrests disinfected between guests; clean and used tools stored separately
- Handwashing before/after each guest; sharps containers if lancets/microneedling are performed
- Sanitation log maintained and available for TDLR inspection

WAGE, HOUR & TIPS

- Tipped employees: tip income reported for payroll taxes; tip-pool rules in writing if you run one
- Commission / hourly pay structure documented; overtime paid to non-exempt employees
- Final pay within 6 calendar days of involuntary separation (Texas Payday Law)

HR & EMPLOYMENT

- Handbook with at-will, anti-harassment, scheduling, client/non-solicitation, and social-media policies
- Offer letters with no prohibited pre-offer questions; I-9 within 3 days; required posters displayed
- Client lists and booking data protected; non-solicitation terms signed where used

SAFETY & OSHA (the other half)

- Written Safety Plan on file — no small-business exemption (29 CFR 1910 + General Duty Clause)**
- HazCom program + SDS binder for color, developer, acetone, disinfectants, and acrylic chemicals (29 CFR 1910.1200)
- Ventilation for chemical services; PPE (gloves) used; chemical burn/allergy response posted
- Bloodborne-pathogen / sharps procedure if esthetics, waxing, or microneedling are offered; slip-and-fall housekeeping

Can't check every box? That's where we come in.

ReadyDocs builds both halves — HR documents AND OSHA safety programs — custom for Texas salons and spas, and keeps them current as the law changes. Total Compliance: \$149/mo, no contracts. Start at readydocs.ai.