

IRENE'S MYOMASSOLOGY INSTITUTE'S
Minimum Employment Standards for Approved Massage Employers

Irene's Myomassology Institute requires an establishment comply with our employment standards to be included on our approved list. Prior to requesting assistance in hiring an Irene's alumni, employers must certify that they are in full compliance with these standards.

Compensation

- Minimum \$25 per 1-Hour Massage excluding tips, benefits and bonuses. Discount massage does not discount therapist pay.
- No less than minimum wage is required for cleaning, reception, laundry, and meetings.
- No less than minimum wage is required for therapists required to stay onsite between clients. This time is compensated in addition to compensation for doing massage.
- Therapists are provided with 100% of their tips in addition to their compensation.
- Therapists are not required to give free massages to other staff members.
- Any continuing education required by employer is paid for by the employer.

State of Michigan Massage Licensing

- To legally practice massage, all therapists must have a State of Michigan license.
- Prior to hiring, employers must obtain a current copy of a therapist's massage license.
- Any massage employer who knowingly hires unlicensed therapists will be permanently removed from Irene's Approved Employer list.
- Local law enforcement and the State massage board will be notified.

Receptionists and management are knowledgeable of studio policies and specials. They must enforce fair protocols and safe environments, including:

- Fair rotation of clients amongst all therapists to the best of their ability.
- Introductory massage prices provided to first time clients only.
- Phone calls are professionally and efficiently managed.

- Clients are greeted warmly and transactions are handled professionally.
- A sanitary work environment with comfortable climate control is maintained.
- Therapists have the opportunity to agree to the maximum number of clients per day and the length of time between clients.
- The business conducts itself with high ethical standards, honesty and integrity. The employer operates within the parameters of the massage board licensing requirements. The establishment follows good business practices, operates within scope of practice, maintains required records and stays in full compliance of the law.
- The employer projects a professional image in keeping with the highest standards of the profession. The establishment refrains from any behaviors that could be considered sexual in nature and upholds the highest professional standards in order to desexualize massage therapy. The business strives to positively promote the massage profession.

Mistreatment Warning

If the institute receives reports of an employer mistreating or under paying therapists, our career services department will investigate the allegations. If compelling evidence reveals that the employer does not meet our minimum standards, they will be removed from our alumni referral list and will no longer be invited to career fairs.

Approved Employer List Reapplication

In order to be returned to Irene's Approved Employer List, official documentation (signed contract or employee handbook) must be provided that demonstrates the employer meets minimum employment standards. Documentation must include the following components: compensation; method and frequency pay is disbursed; all required tasks in addition to performing massage; the length of time given between clients; the policy regarding the maximum number of massages given in a row and the total massages given in one day. All of this information will be held in the strictest confidence. Additionally, the employer must provide a minimum of two testimonials from graduates of Irene's collaborating their fair employment practices. The recommendations can either be given in person, over the phone or on a notarized sworn affidavit.

Questions can be directed to Placement@irenes.edu