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**Commonwealth of Massachusetts**  
**Division of Occupational Licensure**  
**Board of Registration of Cosmetology and Barbering**  
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**LAYLA R. D'EMILIA**  
COMMISSIONER, DIVISION OF  
OCCUPATIONAL LICENSURE

**MINUTES OF THE April 14th, 2022**  
**PUBLIC BOARD MEETING**

**TIME:** 9:30 a.m.

**PLACE:** Conference Call

**PRESENT:** Susan Viens (Chair), Joy Talbot (Vice Chair), Heather Cohen, Nicole Corliss, Erinn Pearson Breedy, Marian Saluto, Iris Stowe, and Cate Tool.

**STAFF:** Richard Lawless, Executive Director  
Seth Henderson, Board Counsel

The Meeting was called to order at **9:31 a.m.** by Ms. Viens. All board members and staff appeared telephonically or by videoconference.

**Housekeeping and Conference Call Protocol:**

Ms. Viens reviewed conference call protocol with meeting attendees.

**Executive Director Report**

Mr. Lawless provided an update to the Board on securing a new examination vendor contract. He said that a new Request for Response (RFR) for examination services was posted after meeting with potential vendors to discuss their capabilities.

**Board Counsel Report:**

Atty. Henderson provided more details about the RFR process for seeking new bids for an examination vendor contract.

**Minutes of the March 10th, 2022 Public Meeting**

After discussion, a MOTION was made by Ms. Talbot, seconded by Ms. Cohen, to approve the public minutes of the March 10th, 2022 meeting as drafted.

The Chair called for a Roll call vote:

Ms. Viens (Yes), Talbot (Yes), Ms. Cohen (Yes), Ms. Corliss (Yes), Ms. Pearson Breedy (Yes), Ms. Saluto (Yes), Ms. Stowe (Abstain), and Ms. Tool (Yes).

The Motion passed 7-0, with 1 abstention.

### **Minutes of the March 10th, 2022 Executive Session**

A MOTION was made by Ms. Talbot, seconded by Ms. Tool, to approve the minutes of the March 10th, 2022 Executive Session as drafted.

The Chair called for a Roll call vote:

Ms. Viens (Yes), Talbot (Yes), Ms. Cohen (Yes), Ms. Corliss (Yes), Ms. Pearson Breedy (Yes), Ms. Saluto (Yes), Ms. Stowe (Abstain), and Ms. Tool (Yes).

The Motion passed 7-0, with 1 abstention.

### **Discussion**

#### **Discussion with State Representative Mindy Domb Regarding Barber School Requirements**

State Representative Mindy Domb was present with constituent and licensed barber Matt Haskins to discuss the shortage of barbers in Western Massachusetts.

Rep. Domb suggested reducing the size requirements for opening and operating a barber school, to allow more opportunities for barber schools to open in Western Massachusetts. Another suggestion was to allow shops to function as schools during their non-business hours, which would increase access to training.

Mr. Haskins said that there were not enough barbers in Western Massachusetts to service the demand for barbering services, and that he struggles to find employees for his barbershop. He said that the biggest obstacle for people in his area to get into the barbering profession is the geographic distance of existing barber schools to the area.

Board members listened to Rep. Domb and Mr. Haskins, and offered justifications to existing requirements, which help ensure a school's stability. Board members expressed concerns about a smaller barber school being able to sustain operations if the lone instructor running the school becomes ill or cannot fulfill their teaching responsibilities. Members suggested working with local vocational schools to offer night barbering programs and then utilizing the Board's apprenticeship program to allow students a chance to work in local barber shops as part of their program.

Board members understood the concerns Rep. Domb and Mr. Haskins raised, and pledged to continue this discussion at future meetings and to find solutions.

No formal action was taken.

### **Stoppage of Examinations and Temporary Permits**

The Board discussed alternatives to examinations after its contract with Pearson Vue ends on May 31<sup>st</sup>. While the agency is actively pursuing a new examination vendor contract, there will be a period of time between May 31<sup>st</sup> and when a new exam will be offered.

As an alternative to offering examinations during this period, the Board discussed the issuance of temporary permits to individuals who were eligible to take an exam but would not be able to until new exams are available.

After discussion, a MOTION was made by Ms. Cohen, seconded by Ms. Saluto, to issue temporary permits to individuals who are eligible to take Board exams, and that the permits will be valid through March 1, 2023, regardless of issuance date.

The Chair called for a Roll call vote:

Ms. Viens (Yes), Talbot (No), Ms. Cohen (Yes), Ms. Corliss (Yes), Ms. Pearson Breedy (Yes), Ms. Saluto (Yes), Ms. Stowe (Yes), and Ms. Tool (Yes).

The Motion passed 7-1.

### **Eyelash Extensions**

A MOTION was made by Ms. Talbot, seconded by Ms. Cohen, to table the discussion until next month's meeting.

The Chair called for a Roll call vote:

Ms. Viens (Yes), Talbot (Yes), Ms. Cohen (Yes), Ms. Corliss (Yes), Ms. Pearson Breedy (Yes), Ms. Saluto (Yes), Ms. Stowe (Yes), and Ms. Tool (Yes).

The Motion passed 8-0.

### **Proposed Increase in Manicuring Curriculum Hours**

Licensed manicurist Sarah Mason was in attendance to discuss her proposal to increase the minimum required school hours to become a licensed manicurist in Massachusetts.

Ms. Mason explained that most other states required more hours than Massachusetts for manicuring, and that only a few other states matched Massachusetts with the 100 hour requirement, which is the lowest in the country. She said that as a manicuring business owner, she must spend time training new employees because they are not properly trained under the current educational requirements, and that the current curriculum is outdated. Ms. Mason recommended that the Board increase its required manicuring hours to 350.

Board members planned to continue this discussion during their review of all regulations. No formal action was taken.

*Ms. Corliss left the meeting at or around 12:00 p.m.*

**Proposed Apprenticeship Program – Roger L. Putnam Vocational Technical Academy**

Victor Santos and Katherine Ashe from Roger L. Putnam Vocational Technical Academy were present to discuss their application for an Apprentice Program.

The Board discussed some of the complications of an Apprentice Program being compatible with a secondary education program, and planned to revisit its policy on Apprenticeship and Student Employment, and to check with the Department of Elementary and Secondary Education to ensure that any Apprentice Program in a secondary school would be compliant with state education laws and regulations.

After discussion, a MOTION was made by Ms. Talbot, seconded by Ms. Tool, to table this discussion until further research can be done.

The Chair called for a Roll call vote:

Ms. Viens (Yes), Talbot (Yes), Ms. Cohen (Yes), Ms. Pearson Breedy (Yes), Ms. Saluto (Yes), Ms. Stowe (Yes), and Ms. Tool (Yes).

The Motion passed 7-0.

**Crossover Programs and Apprentice / Shop-Employed Student Programs**

A MOTION was made by Ms. Talbot, seconded by Ms. Tool, to table this discussion until the next meeting.

The Chair called for a Roll call vote:

Ms. Viens (Yes), Talbot (Yes), Ms. Cohen (Yes), Ms. Pearson Breedy (Yes), Ms. Saluto (Yes), Ms. Stowe (Yes), and Ms. Tool (Yes).

The Motion passed 7-0.

**Public Comment**

Janice Dorian from Mansfield Beauty Schools recommended that the Board reconsider temporary permits, and suggested that schools administer exams instead. She also recommend that the Board update its Apprenticeship and Shop-Employed Student Policy to require a minimum age of 16 to address any compatibility issues with secondary programs. She also said that the Board at one time considered increasing manicuring hours to 150, but that there weren't a significant number of consumer complaints regarding manicuring services to justify increasing the hours.

Eurayshia Williams asked the Board to reconsider its decision on temporary permits, expressing concerns that individuals with a permit would not sign up to take their exams once new exams were offered.

Lirazol Allie from Montachusett Regional Vocational Technical School asked the Board about test takers who need accommodations. The Board referred her to its current exam vendor Pearson Vue's Accommodations Portal for more information.

Raquel Wilson recommended an increase in manicuring school hours, stating that the current requirement was too low. She also expressed concerns about manicurists working out of their homes without a proper salon license.

**Cases, Investigative Conferences, Settlement Offers [Closed Session Pursuant to G.L. c. 112, § 65C]:**

A MOTION was made by Ms. Cohen, seconded by Ms. Talbot, to adjourn the public meeting at **1:05 p.m.**, and to enter into **Closed Investigative Conference, closed session pursuant to G.L. c. 112, § 65C**, to consider open cases, conduct investigative conferences, and consider settlement offers, and the Open Meeting would not resume.

The Chair called for a Roll call vote:

Ms. Viens (Yes), Talbot (Yes), Ms. Cohen (Yes), Ms. Pearson Breedy (Yes), Ms. Saluto (Yes), Ms. Stowe (Yes), and Ms. Tool (Yes).

The Motion passed 7-0.

During the closed Investigative Conference, the Board voted to take the following actions:

**Settlements**

2021-200149-FI-ENF	Guidance given to Prosecutor
2021-202804-FI-ENF	Guidance given to Prosecutor
2021-203186-FI-ENF	Guidance given to Prosecutor

**Review of Cases**

2022-000142-IT-ENF	Dismissed with Advisory
2022-000093-IT-ENF	Dismissed
2021-001187-IT-ENF	Dismissed
2022-000271-IT-ENF	Dismiss and Keep Related Ticket Active
2022-000254-IT-ENF	Dismissed
2022-000220-IT-ENF	Dismiss and Keep Related Ticket Active

**Adjournment**

A MOTION was made by Ms Talbot, seconded by Ms. Cohen to adjourn.

Minutes of April 14, 2022, Board of Cosmetology and Barbering

The Chair called for a Roll call vote:

Ms. Viens (Yes), Talbot (Yes), Ms. Cohen (Yes), Ms. Pearson Breedy (Yes), Ms. Saluto (Yes), Ms. Stowe (Yes), and Ms. Tool (Yes).

The Motion passed 7-0.

The meeting was adjourned at 1:53 p.m.

The above Minutes were approved at the open meeting held on May 12, 2022.

A handwritten signature in dark ink, appearing to read 'R. Lawless', with a long horizontal flourish extending to the right.

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Richard Lawless, Executive Director

**Documents Used During the Meeting:**

Agenda

Draft Minutes of March 10, 2022 Open Meeting

Letter from State Representatives Chan and Domb on Barber School Requirements

Letter from Sarah Mason on Manicuring Hour Requirements

Apprenticeship Program documentation from Roger L. Putnam Vocational Technical Academy