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**Commonwealth of Massachusetts**  
**Division of Occupational Licensure**  
**Board of Registration of Cosmetology and Barbering**  
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REGULATION

**LAYLA R. D'EMILIA**  
COMMISSIONER, DIVISION OF  
OCCUPATIONAL LICENSURE

**MINUTES OF THE May 12th, 2022**  
**PUBLIC BOARD MEETING**

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

**PLACE:** Conference Call

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

**STAFF:** Richard Lawless, Executive Director  
Kristina Gasson, Deputy General Counsel for Boards and Hearings  
Clinton Dick, General Counsel

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

**Housekeeping and Conference Call Protocol:**

Ms. Talbot reviewed conference call and open meeting protocol with meeting attendees. Ms. Talbot announced to the meeting attendees that the meeting was being recorded by Janice Dorian and Anthony Clemente from the Massachusetts Association of Cosmetology Schools.

**Executive Director Report**

Mr. Lawless thanked outgoing Board Chair Susan Viens for her years of dedication and service to the Board, and also announced the departure of Board Counsel Seth Henderson.

**Board Counsel Report:**

Atty. Gasson provided an update on the future of remote meetings for the Board.

**Minutes of the April 14th, 2022 Public Meeting**

After discussion, a MOTION was made by Ms. Saluto, seconded by Ms. Cohen, to approve the public minutes of the April 14th, 2022 meeting as drafted.

The Chair called for a Roll call vote:

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

The Motion passed 6-0, with 1 abstention.

### **Board Officer Elections:**

The Board accepted nominations for Chair and Vice-Chair.

After discussion, a MOTION was made by Ms. Tool, seconded by Ms. Cohen, to nominate Ms. Talbot for Board Chair.

The Chair called for a Roll call vote:

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

The Motion passed 7-0.

After discussion, a MOTION was made by Ms. Breedy, seconded by Ms. Corliss, to nominate Ms. Tool for Board Vice-Chair.

The Chair called for a Roll call vote:

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

The Motion passed 7-0.

### **Discussion**

#### **Temporary Halt of Examinations**

Mr. Lawless provided an update on exams, confirming that the agency's Strategic Sourcing Team (SST) has meet to review bids that were received, and that more information should be provided soon. He announced that there will be a transition period when examinations will not be available.

Agency General Counsel Clinton Dick addressed the Board and explained that temporary permits for all pending applicants would not be legally viable, and would be too great a risk for public safety and consumer protection.

The Board discussed the possibility of extending registrations for apprentices and shop-employed students, allowing them to continue to work under supervision for an extended period of time past their graduation. The Board planned to revisit this discussion later in the meeting as part of its discussion on edits to its Policy on Apprenticeship and Student Employment.

### **Requirements for Opening a School and Apprenticeship Pathway to Licensure**

The Board continued its discussion from the previous month's meeting regarding a request from State Representative Mindy Domb and constituent Matt Haskins regarding a shortage of barbers in Western Massachusetts. Mr. Lawless mentioned that other states have created an apprenticeship pathway to licensure that requires a number of hours of on-the-job training. The Board planned to continue to discuss this issue at upcoming meetings.

### **Eyelash Extensions**

The Board continued its discussion on eyelash extensions. Topics included reinforcing the Board's existing position that eyelash extensions must be provided by cosmetologists and aestheticians, and how to handle enforcement for practitioners who are providing this service without a license. A subcommittee for exploring creating an independent eyelash registration was discussed, but no formal action was taken.

After discussion, a MOTION was made by Ms. Saluto, seconded by Ms. Cohen, to draft a policy guideline reinforcing the Board's existing position that only licensed cosmetologists and aestheticians may provide eyelash extensions, and that proper training must be courses in a Board-approved school or advanced training institute.

The Chair called for a Roll call vote:

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

The Motion passed 7-0.

### **Proposed New Aesthetics and Manicuring Schools: Flavia Leal – Framingham**

Paula Fallon from Flavia Leal Institute was present to discuss documentation for a proposed Aesthetics and Manicuring school in Framingham. The Board reviewed the submitted documentation and provided edits to Ms. Fallon.

After discussion, a MOTION was made by Ms. Corliss, seconded by Ms. Tool, to delegate authority to Ms. Corliss and Ms. Tool and Board staff to review and finalize the updated documentation, and upon receipt of all required documentation and pending a final inspection, to approve the school.

The Chair called for a Roll call vote:

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

The Motion passed 7-0.

**Revisions to Policy on Apprenticeship and Student Employment**

Mr. Lawless presented proposed revisions to the Board's Policy on Apprenticeship and Student Employment that required schools and shops participating in apprentice and shop-employed student programs to ensure that all required work permits were obtained, that secondary schools were compliant with all Department of Elementary and Secondary Education rules and regulations regarding scheduling and attendance, and to impose a minimum age of 16 to obtain a registration.

The Board also proposed adding language to extend the expiration of apprentice and shop-employed student registrations to 120 days after the student's completion of their program, in an effort to allow graduates to continue to work during the transition period to a new exam vendor. Proposed revisions were also made to include shop-employed student registrations for aestheticians.

After discussion, a MOTION was made by Ms. Cohen, seconded by Ms. Corliss, to approve the proposed edits.

The Chair called for a Roll call vote:

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

The Motion passed 7-0.

**Crossover Cosmetology and Barbering Programs With Apprentice and Shop-Employed Student Programs**

The Board addressed inquiries regarding how a 500 hour Cosmetology or Barbering program could work with an apprentice or shop-employed student program. The Board proposed further updating its Policy on Apprenticeship and Student Employment to maintain a 60/40 school/shop ratio for a 500 hour program, and to only permit distance-based learning for a 50% of the school-based hours of the program. The Board also proposed that a student in a Cosmetology or Barbering crossover program is eligible to apply for a shop-employed student registration at the beginning of their program.

After discussion, a MOTION was made by Ms. Cohen, seconded by Ms. Corliss, to approve the proposed edits.

The Chair called for a Roll call vote:

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

The Motion passed 7-0.

**Review of 240 CMR 11.00 – Electrology Continuing Education**

After discussion, a MOTION was made by Ms. Tool, seconded by Ms. Saluto, to table this discussion.

The Chair called for a Roll call vote:

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

The Motion passed 7-0.

### **Public Comment**

Frank Zona, a salon owner, encouraged the Board to focus on workforce development. He said that constituents may engage with their elected officials/legislators only when they are unable to gain any traction with the Board on workforce issues.

Marie O'Connell, an electrologist, asked if the Board would be willing to extend the shop-employed student registration for electrologists.

Janice Dorian from Mansfield Beauty Schools suggested there may be other solutions to offering exams, and requested that the Board allow attendees to speak before the Board votes on topics. She also was concerned that not offering exams even for a short period of time would result in people leaving the industry.

Kathy Champlain from North Shore Community College said that it would be difficult to tell students that exams will not be offered for a period of time.

Amanda Melo, a salon owner, expressed concerns with the Policy on Apprenticeship and Student Employment requiring salons to pay apprentices and shop-employed students a minimum wage, as this would be a financial burden for employers.

### **Executive Session CLOSED per M.G.L. c. 30A, § 21(a)(1), Individual Character Rather Than Competence**

A MOTION was made by Ms. Tool, seconded by Ms. Cohen, to adjourn the public meeting at **1:30 p.m.**, and to enter into **Executive Session, closed per M.G.L. c. 30A, § 21(a)(1)**, for the purposes of discussing character rather than competence; and then to move into Closed Investigative Conference to consider open cases, conduct investigative conferences, and consider settlement offers [closed session pursuant to G.L. c. 112, § 65C], and the Open Meeting would not resume.

The Chair called for a Roll call vote:

Ms. Talbot (Yes), Ms. Breedy (Yes), Ms. Cohen (Yes), Ms. Corliss (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**

2021-205500-FI-ENF	Guidance given to Prosecutor
2021-205401-FI-ENF	Guidance given to Prosecutor

**Adjournment**

A MOTION was made by Ms Tool, seconded by Ms. Cohen to adjourn at 2:35 p.m.

The Chair called for a Roll call vote:

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

The Motion passed 7-0.

The above Minutes were approved at the open meeting held on June 9, 2022.



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Richard Lawless, Executive Director

**Documents Used During the Meeting:**

Agenda

Draft Minutes of April 14, 2022 Open Meeting

Written Comments on Eyelash Extensions

Documentation from Flavia Leal Institute for Proposed Manicuring and Aesthetics Schools

Revised Policy on Apprenticeship and Student Employment

Email from A. Conragan on Crossover Programs

Email from E. Desouza on Crossover Programs

240 CMR 11.00