

**COMMONWEALTH OF MASSACHUSETTS
BOARD OF REGISTRATION OF COSMETOLOGY and BARBERING**

**MINUTES OF THE JULY 30, 2018
SALON PATHWAYS SUBCOMMITTEE MEETING**

TIME: 1:00 p.m.

PLACE: 1000 Washington Street
Room 1 D
Boston, MA 02118

PRESENT: Susan Viens, Joy Talbot, Janice Dorian, Amanda Donis,
Catherine Tool

STAFF: Richard Lawless, Executive Director
Lynn Read, Board Counsel

The meeting was called to order at 1:05 p.m. by Ms. Viens (Board Chair).

Housekeeping:

Ms. Viens explained the emergency exit procedures.

1. Amend Agenda

Ms. Viens stated that, because many members of the public were attending this Subcommittee meeting, the Subcommittee would take Public Comment at the beginning of the Agenda, before the Subcommittee began its deliberations.

2. Public Comment Summary

Frank Zona of Professional Beauty Employment Coalition and Eileen Casey of Keldara Salon said salon Owners would like to see an Employee Intern License made available. This would allow motivated people to work in salons to try out the industry and it would contribute to the salon's employee development. Zona and Keldara propose to hire and train people who want to work in the salon environment but don't have the money to enroll in beauty school – these employees would shampoo hair and do other basic tasks, and the salon would train them and help them go to beauty school. They said the requirement to have a license to perform basic services like shampooing raises expenses of operating a salon, and many graduates of cosmetology school are not willing or able financially to take minimum wage jobs as assistants. The Employer Intern License would be held by the salon to allow it to employ and train assistants.

Ms. Tracy and Ms. Hamilton of Rob Roy Academy said allowing unlicensed workers in salons would be a blow against the industry because it would encourage unlicensed practice. Mobile practice outside of licensed salons has confused the public about licensing requirements. The Board does not have enough inspectors to prevent this from becoming a path to unlicensed practice.

Mr. Russian of the Massachusetts School of Barbering said the Board's function is to maintain the standards of the industry but allowing unlicensed workers in shops would lower standards. The biggest problem in the industry is unlicensed people working in shops. Allowing school credit hours for working in salons or shops will be hard to verify and will throw the school curriculum off.

After public comment was finished, Ms. Viens announced that the Subcommittee would now deliberate and the public could only address the Subcommittee if recognized.

3. Discussion by Subcommittee

The members present discussed the following: the high cost of educating students; beauty school enrollment levels; Empire Beauty School recently closed two schools in Massachusetts; allowing unlicensed people to work in salons will cause more schools to close; whether salons are willing to hire graduates of the 1000-hour program for entry-level positions and whether graduates will accept entry-level wages; the curriculum could be shorter, e.g. 600 hours, yet Massachusetts already has one of the lowest number of required hours (1000 hours) and schools feel they move students into the market quickly; customers expect stylists to be licensed and educated. Shampooing requires training to: safely rinse out bleach, color and perming solutions, which can cause blindness; recognize skin and scalp diseases; and comply with sanitation and sterilization standards.

Members discussed the possibility of shampoo assistant training, for instance 100 hours, after which trainees could register with the Board to shampoo in salons; whether students working in salons while in school would be credited with these hours and whether work hours would be removed from the regular school curriculum; and that such a program may negatively affect school eligibility for federal financial aid.

MOTION made by Ms. Dorian, second by Ms. Talbot, to create a shampoo certificate program. The Motion passed by vote of three to two, with Ms. Viens, Ms. Talbot and Ms. Tool in favor and Ms. Dorian and Ms. Donis opposed.

After further discussion, MOTION was made by Ms. Tool, second by Ms. Talbot, to rescind the Subcommittee's vote to create a 100-hour shampoo certification. The Motion passed unanimously.

MOTION by Ms. Tool, second by Ms. Talbot, to put the issue of a shampoo certificate program on the Agenda for the Subcommittee's next meeting to determine whether there is interest in such a program.

The Motion passed by a vote of four to one, with Ms. Viens, Ms. Talbot, Ms. Tool and Ms. Donis in favor and Ms. Dorian opposed.

Adjourn

The meeting was adjourned at approximately 4:40 p.m.

Documents Used During the Meeting:

Agenda for July 30, 2018

The above Minutes were approved at the open meeting of the Subcommittee held on September 11, 2018.

A handwritten signature in black ink, appearing to read 'Richard Lawless', written in a cursive style.

Richard Lawless, Associate Executive Director