

1 NEW YORK STATE DEPARTMENT OF STATE

2 DIVISION OF LICENSING SERVICES

3 -----X

4 NEW YORK STATE APPEARANCE ENHANCEMENT

5 ADVISORY COMMITTEE

6 -----X

7

8 DATE: October 7, 2025, at 10:04 AM

9 VENUE: Webex

10 CHAIR: Emily Lupe, Staff

11 Reported by Vanessa Gonzalez

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1 A P P E A R A N C E S:
2 (All present by video or telephone)

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Board Members Attending

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Erin H. Maybin

6

LeeAnn Shade

7

Claudette Gyles

8

Dana Persico

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Anthony Fiore

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Staff

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David Mossberg, Department of State

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Laura VanNatten, Department of State

14

Jenna Berschwinger, Department of State

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Emily Lupe, Department of State

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Shannon Maguire, Department of State

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Candice Burchett, Department of State

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1: (The meeting commenced at 10:04 a.m.)

2: MS. LUPE: Good morning. I'd like to
3: call to order the New York State Appearance
4: Enhancement Advisory Committee meeting. Today is
5: October 7th and it is 10:04 a.m. I'm Emily Lupe.
6: We'll start with roll call in New York City.

7: MS. GYLES: Claudette Gyles.

8: MS. PERSICO: Dana Persico, Long Island
9: Nail, Skin, and Hair Institute.

10: MR. FIORE: Anthony Fiore, Capri.

11: MS. MAYBIN: Erin Maybin.

12: MR. MOSSBERG: Dave Mossberg,
13: Department of State.

14: MS. LUPE: And then Albany. Laura?

15: MS. VANNATTEN: Laura VanNatten,
16: Department of State.

17: MS. BERSCHWINGER: Jenna Berschwinger,
18: Department of State.

19: MS. LUPE: Emily Lupe, Department of
20: State.

21: MS. SHADE: LeeAnn Shade, Cosmetologist
22: and salon owner.

23: MS. MAGUIRE: Shannon Maguire,
24: Department of State.

25: MS. BURCHETT: Candice Burchett,



1: Department of State.

2: MS. LUPE: Dave, do we have members for
3: the quorum?

4: MR. MOSSBERG: No.

5: MS. BURCHETT: We have five.

6: MR. MOSSBERG: Sorry. Oh, yes. Sorry.
7: We have five board members. I was confused,
8: because I saw earlier somebody said that they
9: weren't attending. So I apologize. Yes. Five
10: is more than half of nine.

11: MS. LUPE: Thank you. So the first
12: order of business will be to approve the meeting
13: summaries. So included in your meeting materials
14: are summaries from the Appearance Enhancement
15: Advisory Committee meetings from September 13th,
16: 2021, through July 1, 2025. Does anyone have any
17: comments or questions on these meeting summaries?

18: MR. GRENAUER: Emily, this is Paul in
19: Buffalo, New York. Can you hear me?

20: MS. LUPE: Yes, I can hear you.

21: MR. GRENAUER: Okay. We just didn't
22: get included on the roll call. I just want to
23: make sure that we're -- you're made aware that
24: I'm on the call, and we're from The Salon
25: Professional Academy in Tonawanda.



1: MS. LUPE: Okay. Are you here as a
2: member of the public?

3: MR. GRENAUER: Um-hum. Yep.

4: MS. LUPE: Okay. So when we get to the
5: public comment period, we will call on you at
6: that time.

7: MR. GRENAUER: Roger that. Thank you.

8: MS. LUPE: Thanks. So for the meeting
9: summaries, were there any questions or comments?
10: Can I have a motion to approve these meeting
11: summaries?

12: MS. BERSCHWINGER: I'll motion.

13: MS. LUPE: All right. Thank you. Can
14: I have a second?

15: MS. MAGUIRE: Second.

16: MS. LUPE: Thank you. Next are the
17: Department and Subcommittee Reports. First up is
18: the Enforcement Report. Laura?

19: MS. VANNATTEN: Hello. For the 2025,
20: our inspection program began on January 1st with
21: a continued focus on nail salons. Since January
22: 1st, 2025, we have completed 2,076 inspections.
23: We are currently on track to meet our quota of
24: approximately 3,000 inspections statewide. The
25: tickets are continuing to be handled through the

1: Opportunity To Cure process, which shops are
2: given an opportunity to cure the violations
3: identified through an email system.

4: The process has proven to be very
5: successful. Of the 2,076 inspections, 859 have
6: been closed as resolved, which means that these
7: businesses cured all violations within the OTC
8: period, which is thirty days. Five hundred and
9: four have been referred for hearing, which means
10: these businesses have failed to cure some or all
11: of the violations identified within that OTC
12: period. They were referred to our attorneys to
13: handle.

14: Additional steps to the OTC process was
15: initiated in June. If the licensee has failed to
16: cure within the thirty days, they will receive an
17: opportunity to settle with a fine to avoid going
18: to hearing, which is given thirty more days.
19: This appears to be working well. We've had
20: fourteen businesses settle thus far. Currently,
21: there are eighty-three consumer complaints that
22: are being investigated against appearance
23: enhancement shops, barbershops, and operators.
24: Seventy-two of those complaints are appearance
25: enhancement complaints, eleven are barber



1: complaints. Thank you.

2: MS. LUPE: Thank you. Next is the
3: Processing Report. That's me. So since the new
4: system was implemented in late April of this
5: year, over 30,000 licensees and applicants have
6: successfully claimed their license record or
7: application record. We are seeing consistent
8: success with claiming transactions, but we do
9: continue to monitor this closely so that we can
10: refine our guidance as needed. And that
11: concludes the Processing Report. Any questions?
12: Anthony? You're muted.

13: MR. FIORE: Seems like when the
14: temporary licenses -- when they expire, the
15: individuals who are coming back to my school are
16: not able to claim that license, obviously,
17: because it doesn't exist anymore, because it was
18: expired. Is there anything working on that?
19: Because we're having a very difficult time,
20: besides calling -- which, luckily, some people
21: have gotten through, but, you know, it's a
22: much -- obviously difficult to call and actually
23: get someone on the phone to help them through,
24: because when they do get through -- they actually
25: have a process, I guess, on the end of the



1: Department of State. They have to reopen that
2: case and then the student can go in and, you
3: know, claim their license. Is there anything
4: being done regarding that?

5: MS. LUPE: I can look into that further
6: and get back to you. In terms of the temporary
7: license, it is expired. The license -- the
8: applicant would also have an application record,
9: so -- but I can get some more refined guidance on
10: that.

11: MR. FIORE: Can I steer them towards --
12: with an application number, can that -- would
13: that assist them? Or no? Not through the
14: system?

15: MS. LUPE: Yes. Yep. If they have
16: their application number, then they can use it.
17: But I can get some more refined guidance on that
18: for you. And then certainly if, you know, the
19: students are having difficulty with the record,
20: they can call, or they can also email
21: beauty@dos.ny.gov, and that's a dedicated mailbox
22: for appearance enhancement licensees. The
23: typical turnaround time is within two business
24: days or less for responses to emails.

25: MR. FIORE: Okay.



1: MS. LUPE: And the more information
2: that can be included, the better.

3: MR. FIORE: Okay.

4: MS. GYLES: That was going to be my --

5: MR. FIORE: Could you just spell that
6: email address for me?

7: MS. LUPE: Sure.

8: MS. GYLES: Even with people that have
9: old license, they're having issue claiming their
10: license.

11: MR. FIORE: Thank you so much.

12: MS. GYLES: And so I did -- I got some
13: information about steering them to the website,
14: but they're saying it wasn't helpful. So I
15: haven't had the time to go back to figure out why
16: it wasn't helpful. I guess more information was
17: needed. I'm not sure what the issue was at that
18: time, but they're saying they still haven't been
19: able to claim their license.

20: MS. MAYBIN: Yeah, I have people that
21: aren't even --

22: MS. GYLES: Yeah, I have kids that I'm
23: like, they have their license up, but they're
24: like, it's not on the site. I can't claim it.
25: So they're having issue claiming their license



1: also.

2: MS. PERSICO: I think there was a --
3: since last week -- beginning of last week --
4: there's been an update where, if they go back in
5: now -- they start with a new browser, they
6: should --

7: MS. GYLES: They should be able to do
8: it now? Okay.

9: MS. LUPE: And certainly if there's
10: a -- you know, if they're having difficulty, we
11: would encourage them to reach out, either to that
12: email address, which again is beauty@dos.ny.gov,
13: and then especially when emailing, the more
14: information that can be included, the better. So
15: if they have their license number, name, address,
16: that sort of information, that's very helpful.
17: Thank you.

18: MS. SHADE: How many total licenses
19: need to be claimed, just out of curiosity?

20: MS. LUPE: So we have -- yep, I believe
21: it's 300,000 approximately, license and
22: application records.

23: MS. SHADE: That's not just
24: cosmetology?

25: MS. LUPE: Correct. Yep, that would



1: be, you know, any of the license types, plus
2: applications.

3: MS. PERSICO: What was that number?

4: MS. LUPE: About 300,000.

5: MS. PERSICO: Thank you.

6: MS. LUPE: Total. Up next, the
7: Examination Report.

8: MS. MAGUIRE: Hello. So attached to
9: your meeting material were exam stats for the
10: first half of 2024 and the first half of 2025.
11: You may notice there's a decrease in number of
12: examinees sitting for the aesthetics and nail
13: exam. That was mentioned at the last meeting as
14: well. I believe that's partly due to the launch
15: of the new system, as well as in 2024. In order
16: to reduce the wait times, we added additional
17: exams, which led to a short increase of examinees
18: that are waiting to take their exams. But that's
19: something we'll continue to keep an eye on to see
20: if that trend continues. Are there any questions
21: on the exam material included in your material?

22: MR. FIORE: I have a question.

23: MS. MAGUIRE: Sure.

24: MR. FIORE: Recently, as a school
25: owner, we recently received emails showing our



1: pass/fail rates for our particular school. I'm
2: wondering if the state is going to continue that,
3: and because we have to do what we call an annual
4: report for our accrediting bodies -- their
5: schedule is January to December, and you guys are
6: running usually July to June. But are we
7: expecting to keep getting those reports so that
8: we can accurately give the right results to our
9: accrediting bodies?

10: MS. MAGUIRE: Yes, that's our goal.
11: It's something being worked on within the new
12: system. I don't have a timeline for when that
13: will be ready, but it is on our radar and
14: something being worked on.

15: MR. FIORE: Will we be notified once
16: it's all ready, you know, to rock and roll?
17: Okay.

18: MS. MAGUIRE: Yes. So once that
19: report's ready, we would send it to state Ed and
20: then they distribute it to the schools.

21: MR. FIORE: Okay. Thank you.

22: MS. MAGUIRE: Were there any additional
23: questions?

24: MS. LUPE: Okay. Moving on to new
25: business, the National Hair and Cosmetology



1: Curriculum update. Erin?

2: MS. MAYBIN: All right. Last time, we
3: went over both of the packets and they were, you
4: know, taken home to review. And I guess we just
5: want to know are there any questions? Do you
6: have any concerns? Are we okay with this moving
7: forward? This is for the updates to texture and
8: cosmetology, and the natural hair curriculum
9: updates as well. There's cosmetology -- there's
10: two: Natural hair, and then there's cosmetology.

11: MS. GYLES: So I only have one
12: question. Where it says hair type and texture,
13: it says hair type: fine, medium, thick. So
14: this --

15: MS. MAYBIN: Where is this? On this
16: one. Okay.

17: MS. GYLES: So my only question is,
18: thick could be -- your hair could be fine. If
19: we're talking about dimension, it could be
20: considered thick. So we're not saying coarse
21: anymore or -- we're saying thick?

22: MS. MAYBIN: Well, I think this is
23: regarding the diameter of the hair, not the
24: texture. So fine, medium, thick, and maybe
25: that's too kind of also -- sometimes coarse can

1: be derogatory.

2: MS. GYLES: Got it.

3: MS. MAYBIN: Right? So I think in
4: reference to the --

5: MS. GYLES: Trying to find a word to
6: fit that.

7: MS. MAYBIN: -- strand, right, and the
8: diameter. So that is because coarse typically
9: can be texture. Like if you think about it --
10: like in the field.

11: MS. GYLES: So this is not about
12: texture.

13: MS. MAYBIN: Yeah, that's about the
14: diameter of the hair.

15: MS. GYLES: Because it says hair type
16: and texture, so I was a little confused.

17: MS. MAYBIN: So the texture is next.
18: So the hair types are first. Fine, medium,
19: thick, that's the diameter of the hair. And then
20: the hair textures would be straight, wavy, curly,
21: wiry, coily, and afro texture.

22: MS. GYLES: So right. So this is --
23: this is where I actually had the student class,
24: and this was before I saw this --

25: MS. MAYBIN: Yeah.



1: MS. GYLES: -- this was a conversation.
2: Because if you say the hair is fine, and we're
3: talking dimension, it could be fine but thick.

4: MS. MAYBIN: Um-hum. So I think that
5: would have to do with the density, right? So
6: fine is, like, the type is dealing with the
7: diameter, and the strand, and the fiber, the
8: single fiber of hair. Whereas the density would
9: determine whether that fine hair had thick
10: strands, right? So you can have fine hair but
11: have a thick strand. So I understand that.

12: MS. GYLES: Right. So this was just a
13: little confusing to me. And I mean -- so I would
14: just reword that, the thick -- just for clarity
15: all around. Because what you'll find is that one
16: person look at this book and see thick hair.
17: Find me, you know, another one. So just to keep
18: it consistent -- this is just a suggestion.

19: MS. MAYBIN: And it may have been
20: updated in the new cosmetology book, too.

21: MS. GYLES: Okay.

22: MS. MAYBIN: So, but we can double
23: check and see what that terminology is. Okay.
24: Well, thank you.

25: MR. FIORE: I have a question regarding

1: the hair analysis, ten hours.

2: MS. MAYBIN: And which one is this?

3: MR. FIORE: This is Cosmetology.

4: MS. MAYBIN: Okay.

5: MR. FIORE: Under the hair analysis and
6: things like that, and I assume that the ones that
7: are not highlighted already exist, yes?

8: MS. MAYBIN: Yes.

9: MR. FIORE: Would there be a space in
10: there for the density? So per square inch, the
11: number of hairs per square.

12: MS. MAYBIN: I mean, that would be
13: something to add, right?

14: MR. FIORE: Because hair analysis,
15: density would be part of that as well.

16: MS. MAYBIN: Yes.

17: MS. GYLES: Yes, that will help.

18: MS. MAYBIN: And that would clarify
19: what you were --

20: MS. GYLES: Because here, if I just
21: looked at it, I'm looking at it as a kind of
22: hair. Is it fine, medium? Because for years we
23: say fine, medium, coarse.

24: MS. MAYBIN: Yes.

25: MS. GYLES: So you know, adding



1: density, it'd be clear on what this is.

2: MS. MAYBIN: I think that -- yes.

3: MR. FIORE: Per square inch.

4: MS. GYLES: Yeah, per square inch, then
5: that would be --

6: MS. MAYBIN: Yeah. And I think density
7: is important, because I don't think it's --

8: MS. GYLES: So if you say per square
9: inch hair, maybe that would be helpful, I'm
10: thinking.

11: MS. MAYBIN: Yeah. Is that something
12: we can do?

13: MR. MOSSBERG: Well, yeah.

14: MS. MAYBIN: Okay.

15: MR. MOSSBERG: So just to confirm
16: though, so right now there are these two sub-
17: bullets under hair types and textures. Is it the
18: proposal of the board to add a third bullet
19: underneath that says hair density, like, dash,
20: per square?

21: MS. MAYBIN: No, it would go porosity,
22: elasticity, density. Because those are all
23: characteristics of the type and the texture of
24: hair.

25: MR. MOSSBERG: So it would be a main



1: bullet?

2: MS. MAYBIN: Yes.

3: MR. MOSSBERG: And then, I'm sorry,

4: what is the --

5: MR. FIORE: Density. Per square inch

6: number of hair.

7: MR. MOSSBERG: Density per...

8: MS. MAYBIN: You can just say density.

9: MR. FIORE: We'll know how to teach it.

10: MS. GYLES: Density.

11: MS. MAYBIN: Yeah, density is fine.

12: MR. FIORE: Yeah, just density.

13: MS. MAYBIN: And then they'll teach the

14: formality of it.

15: MS. GYLES: But that will clarify.

16: MS. MAYBIN: Yes.

17: MS. GYLES: Because if you say thick, I

18: promise you you'll be having arguments.

19: MS. MAYBIN: Yes, no I think that's --

20: MS. GYLES: So with that, now it's a

21: little clearer. Okay. Got it.

22: MS. MAYBIN: In between.

23: MR. MOSSBERG: So sorry, I'm just going

24: to show Erin. Density.

25: MS. MAYBIN: Yes. All right. Is that



1: all for this?

2: MR. FIORE: All the other stuff looks
3: good.

4: MS. MAYBIN: Okay.

5: MS. GYLES: Yeah, that's all I saw at
6: the time.

7: MS. MAYBIN: Okay.

8: MS. GYLES: I think that's it.

9: MS. MAYBIN: Are we going to be able to
10: move on this?

11: MR. MOSSBERG: So -- we have a quorum.

12: MS. MAYBIN: Okay.

13: MS. LUPE: So we have a modification,
14: but are we still able to move forward on this,
15: or?

16: MR. MOSSBERG: Yeah. The board would
17: vote to make the recommendation to the secretary
18: to update the cosmetology curriculum based on the
19: draft with the additional revision to Subject 4
20: by adding another main topic at Density under
21: Elasticity.

22: MS. GYLES: Yeah.

23: MR. MOSSBERG: So if there is any
24: member of the board that would like to make that
25: vote, that would be the votes.



1: MS. MAYBIN: Aye.

2: MS. GYLES: I vote for that.

3: MS. PERSICO: Do you need a second?

4: MR. MOSSBERG: Second, and then
5: everyone will just vote for it as they please.

6: MS. PERSICO: So I would make the
7: recommendation -- I vote to make the
8: recommendation to the secretary to add the
9: additional information that represents density
10: under the -- as a subcategory of Hair Type and
11: Texture.

12: MR. FIORE: Hair Analysis.

13: MR. MOSSBERG: Under Hair Analysis.

14: MS. PERSICO: Excuse me, Hair Analysis.

15: MS. GYLES: Hair Analysis. I second
16: that.

17: MS. PERSICO: I second that.

18: MS. LUPE: So all in favor?

19: THE BOARD: Aye.

20: MS. MAYBIN: And this is for both,
21: right?

22:
23: MR. MOSSBERG: Well, no, so there'd
24: be -- this is -- that one's just for cosmetology.

25: MS. MAYBIN: Okay. Let's do natural



1: hair now. Okay. Any questions regarding natural
2: hair? Would we say the same? See, hair density
3: is in this, actually, under Subject 4.

4: MS. GYLES: I saw that.

5: MS. MAYBIN: So, you know.

6: MS. GYLES: It is.

7: MS. MAYBIN: Good, good.

8: MS. GYLES: That was all I saw with
9: that.

10: MS. MAYBIN: The goal with this was to
11: modernize.

12: MS. GYLES: Looks good.

13: MR. FIORE: I do have a question. Do
14: you have wellness referrals under Subject 7?

15: MS. MAYBIN: That would be to a
16: dermatologist, or a trichologist, or a doctor.

17: MR. FIORE: Okay.

18: MS. MAYBIN: In medical professions.

19: MR. FIORE: Oh, got you.

20: MS. GYLES: And then, so twenty hours
21: is enough for public safety and health?

22: MS. MAYBIN: Where is that?

23: MS. GYLES: First page. First page.
24: First page.

25: MS. MAYBIN: Oh, first page. I believe

1: it's the same --

2: MS. GYLES: For the health and safety.

3: MS. MAYBIN: I believe it's the same as
4: cosmetology.

5: MS. GYLES: Same as -- I think that's
6: all we have.

7: MS. MAYBIN: So I think the eighty
8: hours for safety and --

9: MS. GYLES: I think Cosmo had twenty-
10: six hours.

11: MS. MAYBIN: Let's see.

12: MS. GYLES: I would just -- that would
13: be --

14: MR. FIORE: Cosmo does have twenty-six
15: hours.

16: MS. GYLES: Twenty-six hours. I would
17: just keep that. You can't keep it for fifty, can
18: we?

19: MR. MOSSBERG: Well, so the original
20: cosmetology course is already at twenty-six.
21: Original natural hairstyling courses are already
22: at twenty.

23: MS. GYLES: Oh. Okay.

24: MR. MOSSBERG: So the subcommittee
25: didn't make any changes to the --

1: MS. GYLES: Okay. So what was the
2: other one?

3: MR. MOSSBERG: -- to the overall hours.
4: They didn't decrease or increase.

5: MS. GYLES: Okay.

6: MS. MAYBIN: Because they are getting
7: the comprehensive in that twenty hours, plus --
8: and now, with adding the additional, it's going
9: to make it stronger.

10: MS. GYLES: Okay. I agree. Sorry, I
11: missed that meeting. All right. So that would
12: be --

13: MS. LUPE: So are there any additional
14: comments or questions regarding the update to the
15: Natural Hairstyling Curriculum? No changes?

16: MS. GYLES: No, I think I'm --

17: MS. LUPE: All in favor of approving
18: the natural hair update?

19: THE BOARD: Aye.

20: MS. MAYBIN: I have one more comment.
21: Is that acceptable right now?

22: MS. GYLES: Um-hum.

23: MS. MAYBIN: Okay. So feedback I've
24: been getting regarding the natural hair exam is
25: regarding the gel, right? For me, best practices

1: for this gel, it should be put in a decanter and
2: then used, right? So if I'm going to take --
3: because a lot of people are putting the gel on
4: top of the jar, or they're putting it on the back
5: of their hand, or they're putting it on something
6: on their wrist. And to me, that's not sanitized,
7: it's just not sanitary. And best practice would
8: be for them to decanter the gel.

9: I don't know if they should do it in
10: front during the test. I would imagine so,
11: because then they're showing that, you know,
12: they're showing the process, right? You're
13: taking that out, you're putting it in the
14: decanter, you're going to close your gel that you
15: just took from, put it away, and now you can use
16: that same decanter on the one client versus
17: having a glob of stuff on your hand, or on the
18: top of a jar that we don't know if it's sanitary
19: or not. So I just wanted to bring that --
20: because this is really something that is a
21: conflict in a lot of the exams when they're
22: showing up.

23: MS. LUPE: Okay. That's certainly
24: something that we can look into with the
25: intention of the exam, and thank you.

1: MS. MAYBIN: Okay. And would you be
2: able -- if we do, you know, make it to that phase
3: of saying, yes, this is what we're going to do,
4: would you send out a communication so that
5: they're all clear on the updated, you know,
6: protocol for the decanting of the product?

7: MS. LUPE: So anytime there are updates
8: to the exam materials, the materials that are
9: provided to the examinees would be updated. So
10: those updates would be posted so that it was
11: clear what the expectations for the exam are.

12: MS. MAYBIN: Okay. And one more thing,
13: because you just said with the updated -- because
14: we did work on the updates for the curriculum.
15: When does that go out? Like what is the next
16: step for that?

17: MR. MOSSBERG: For what?

18: MS. MAYBIN: The natural hair, yeah,
19: and the curriculum -- the test, not the
20: curriculum. The test procedures, because we
21: updated those too. So when does that go into
22: place?

23: MR. MOSSBERG: I can't speak to the
24: test procedures, because I don't know.

25: MS. MAYBIN: Because I believe we added



1: the decanting of the product in the test
2: procedures. So I don't know, do they have the
3: updated procedures yet or have they been
4: released?

5: MR. MOSSBERG: So I wouldn't be able to
6: comment on the testing procedures. I would only
7: be able to revise on, like, the regulatory
8: process for what the board just voted on, which
9: was to make the recommendation to the secretary
10: to revise Title 19 for updates to the two
11: regulatory, you know, sections that the board
12: just voted on. Procedurally, what will happen
13: next is, you know, we'll present the information
14: to the secretary, and then assuming the
15: secretary, you know, accepts the recommendation,
16: it'll have to go through the regulatory process.
17: I can tell you that because of the way that the
18: regulatory schedule works, this rule will not be
19: effective any earlier than sometime in 2026.

20: MS. MAYBIN: Okay.

21: MR. MOSSBERG: The deadline, I think,
22: changes for what's called the state register.
23: That was actually last week. So if any, you
24: know, change in state regulation was -- if the
25: target date was to have something January 1,

1: 2026, that deadline was last week. So it'll
2: probably be, you know, the earliest, I would best
3: guess maybe June of 2026.

4: MS. MAYBIN: Okay. Got it.

5: MR. MOSSBERG: That would be best guess
6: to have these rules in effect as the new
7: mandatory curriculum.

8: MS. MAYBIN: Okay. Got you.

9: MR. MOSSBERG: But again, that's just a
10: guess.

11: MS. MAYBIN: Thank you. Well, that
12: helps. That's all. Thank you.

13: MS. LUPE: I'm sorry. Next update is
14: the Shampooing Certificate Subcommittee Update.
15: LeeAnn?

16: MS. SHADE: Yes. So as per Shannon,
17: we --

18: MS. LUPE: I'm sorry.

19: MS. SHADE: That's okay.

20: MS. LUPE: I have to correct myself.
21: The next one is the Apprenticeship Subcommittee
22: Update, also LeeAnn. My apologies.

23: MS. SHADE: So currently we have a
24: Google Doc between Erin, myself, and Dana, who's
25: on the subcommittee. I don't know, Dana, if

1: you've had the chance to look that over well or
2: not. I haven't heard back on anything, on any
3: changes you've had. This is for the
4: apprenticeship.

5: MS. PERSICO: Oh, for the
6: apprenticeship, not for the shampoo license.

7: MS. GYLES: Okay. Okay.

8: MS. PERSICO: No, I have not.

9: MS. SHADE: So yeah, so that's
10: basically -- I know Erin and I have both reviewed
11: it and everything looked good. It was basically
12: going over expanding cosmetology through
13: apprenticeship partnerships, talking about how it
14: can work for our schools, students, and salons,
15: along with creating, you know, a more accessible
16: pathway to a career, going through the
17: educational requirements and minimum
18: qualifications for apprentice license, minimum
19: qualifications for a cosmetology supervisor
20: license, along with the scope of practice,
21: including professional requirements that would be
22: through a school. I think it was a total of
23: eighty hours, if I'm not mistaken.

24: And then on top of that, you know, just
25: showing you the disparagy (ph.) of, you know,



1: cosmetology courses throughout the state of cost,
2: comparing, and along with barbershop
3: apprenticeship for reference -- or barbering, I
4: should say. So just need to finish up that
5: before we submit it to the state. So I was just
6: waiting on being able to go over the rest of it.

7: MS. GYLES: Do you want to set up
8: another meeting for that?

9: MS. SHADE: Sure. Candy, you'll reach
10: out with some dates for the committee members?

11: MS. BURCHETT: I sure will. Yep.

12: MS. SHADE: All right. Thank you.

13: MS. LUPE: Okay. Now we'll move on to
14: the Shampooing Certificate Subcommittee Update.
15: LeeAnn?

16: MR. FIORE: Before we move on, could I
17: just make a comment regarding the apprenticeship?

18: MS. LUPE: Sure.

19: MR. FIORE: When I was joined on this
20: board, I know that we were here to recommend to
21: the state what would benefit our industry. So we
22: created the Advisory Committee and things like
23: that. And when you talk about the concerns that
24: I have regarding an apprenticeship, is although
25: it does benefit our industry in one manner, it

1: may be detrimental in another manner.

2: Whereas creating this apprenticeship,
3: my concerns are, one, that individuals who own
4: salons, even if they have a supervisory -- even
5: if they don't own salons -- it could be just for
6: a regular cosmetologist -- the -- even if they
7: get a supervisory license, as you -- as you're
8: speaking about, and things -- that the
9: individuals who are going to be apprenticing
10: underneath them might be -- I don't want to use
11: the word abuse, but they will be in a -- an
12: apprenticeship that is not beneficial to them,
13: based on the needs of the individual who's a very
14: busy stylist in a salon, a very busy
15: cosmetologist.

16: And I just want to make sure that -- if
17: this progresses forward, -- that that
18: consideration is taken regarding how the state is
19: going to protect the individuals who are in an
20: apprenticeship from something like that
21: occurring, where they are only there to service
22: the needs of that busy individual and that they
23: don't -- they follow through in a manner that the
24: state can regulate these individuals who are in
25: these apprenticeships so that they are not just

1: used as extra help. That's all I wanted to
2: comment about, okay?

3: MS. LUPE: Okay. Thank you.

4: MS. PERSICO: And to Anthony's point,
5: I'd like to add that we've recently shared with
6: the Consumer Affairs Division in Albany, with
7: your colleagues that -- in Long Island, I believe
8: it was Carle Place, we had another bad actor who
9: was hiring estheticians and individuals who were
10: not licensed as well, to work in a medical day
11: spa. They were told that it was a terrific
12: career path for them to learn how to use the
13: technology that this medical day spa owned,
14: lasers, et cetera. They would then charge \$6,000
15: per person to learn the technology to get
16: certified by this business owner so that they
17: would then work within that space.

18: So we've shared it with Consumer
19: Affairs. We've brought it up. Historically,
20: it's been an issue. The concern is that student
21: protections -- consumers who become students,
22: sometimes, by default, in a working environment
23: like that -- how are they going to be protected
24: in terms of having enough of -- the state having
25: the bandwidth to supervise and to stay on top of

1: these -- these types of issues?

2: So we've got some support from BPSS
3: from Marisa Boomhower, and also from Consumer
4: Affairs, and we're working on some initiatives.
5: So that's positive. But in the interim, the
6: district attorney in Nassau County got
7: involved -- asset forfeiture. I believe -- I'm
8: not positive -- that the assets of that company,
9: meaning the technology, the lasers, were all
10: seized. Rightly so, you know, there, but
11: hopefully the students were able -- or the
12: individuals were able to get their money back.
13: So that's, I believe, what Anthony -- what you're
14: saying is that there's a lot of bad actors, and
15: that's our concern.

16: MS. SHADE: Within what we put in here
17: to propose is actually -- says that they have to
18: be paid and they cannot be charged. So you know,
19: the problem of what you're speaking about still
20: has nothing to do with anybody that's applying
21: for any sort of license. So to stop that
22: completely in the state has nothing to do, per
23: se, with creating something of an apprenticeship.
24: People -- if they're going to do that, they're
25: going to do that. You know, my feeling, to some

1: degree, is people should be a little more aware
2: if you're going into that field, or if you're
3: thinking about it, to do their research on what
4: is required by the state.

5: So if they follow the protocol and go
6: to the state sites, and they see, you know, that
7: there's an apprenticeship program, such as for
8: barbering -- I don't even think barbering lists
9: saying that they have to be, you know, paid, but
10: we're actually listing in there that they have to
11: be paid and that they are not to be charged a fee
12: to learn the skill. And you know, in the end, if
13: they're not being provided the proper education
14: and training, they're not going to pass the test.

15: MS. PERSICO: But we're still proposing
16: it to go through --

17: MS. SHADE: Yes, with the school,
18: rather they do that -- and I have it in here
19: proposed as they can do the schooling as early as
20: they receive their apprentice license to as late
21: as prior, you know -- before taking the test.
22: They have to have it before taking the test. You
23: know, me personally, if they do it in the
24: beginning, obviously that's going to serve them
25: better, but it also allows people that would take

1: this untraditional route -- because I think in
2: the end, you're talking about people that aren't
3: going to step foot in a beauty school no matter
4: what. They don't have the money. They don't
5: have the time. They have other obligations.

6: So this is geared more towards
7: somebody -- because if I have the option to go to
8: school for eight months and come out with a
9: temporary license to be able to take the test, as
10: compared to apprenticing under somebody for two
11: years and 2,000 hours, now I'm going to go the
12: route that's quick. But if I can't afford to do
13: that -- like I said, I had a receptionist who
14: worked for me who was very interested in the
15: field, but she had a disabled veteran husband who
16: couldn't manage the household all day by himself,
17: and there are three children. So she needed to
18: contribute, because they didn't make enough
19: money -- he didn't make enough money on his
20: disability to support the family, so she still
21: needed to work, but there was no way possible for
22: her to work and then go to school to get her
23: skill to be able to go into a career that she
24: could make decent money in. So this will be an
25: alternative for that.



1: MS. LUPE: So it definitely sounds like
2: there's more to discuss.

3: MR. FIORE: I just want to add -- to my
4: point, I just want to add one more thing.
5: Although they under -- you saying that this is a
6: viable thing, and you're saying that bad
7: actors -- well, I've been in the school business
8: long enough where there are schools that are bad
9: actors as well. And the reality of this is the
10: schools who are existing now have so much
11: regulation on them from the different governing
12: bodies -- at least the State of New York does not
13: have to worry about the schools that still exist
14: because the regulations are in place to assure
15: the individuals a good education.

16: Whereas, if you do move forward with
17: these individuals who are going to take on
18: apprentices, I just want to make sure the State
19: of New York has the ability to protect the
20: individuals, just like in our schools, that they
21: are going to get a good apprenticeship. And how
22: is it going to be managed by the state to assure
23: that? That's all I want to say.

24: MS. PERSICO: And I'd like to add to
25: Anthony's point that we have to keep in mind that

1: the student that this is happening to is
2: typically from an underserved minority community.
3: English is not their first language. This is not
4: necessarily a student who is coming from a
5: middle-class community who has access to internet
6: information and is updated on what New York State
7: has posted on their website.

8: So we're talking, LeeAnn, we're talking
9: about different people -- and thirty years of
10: educating, and supervising, and directing, and
11: being a community institution, as well as many
12: others that are heavily regulated by the federal
13: government, the state, the county -- we are
14: seeing something very different than you are
15: seeing. Our experiences are different -- not
16: that we are negating yours. We are saying that
17: there are many issues that exist, that the
18: students need to be protected, and if it's a
19: school that's doing it, it's a bad school. We
20: want them out. If it's an unlicensed school, we
21: don't want them in our community. But most
22: importantly, we want the students to be
23: protected.

24: And again, they don't all have access
25: to internet and information, and is not as



1: readily available, and that is a majority of our
2: students who are single mothers, head of
3: household. There are programs where they can
4: work, they can go to school, receive Department
5: of Labor benefits, and get an education in under
6: six months, so the things that you're
7: understanding are not necessarily the reality on
8: the ground. That's the difference that we see
9: versus what you see, so this committee can keep
10: working on this.

11: MS. SHADE: I wouldn't say it's not --
12: it's unrealistic, or what I'm saying is
13: unrealistic on the ground, it just depends on the
14: area that you live in. I grew up in the poorest
15: county in New York State, so you don't have to
16: tell me about that. But there are many options
17: out there today to -- whether it's going to a
18: library, or going -- there's a lot of places that
19: you can still have internet access, if that's the
20: case.

21: By all means, I still want students
22: protected, and that's part of what we put in
23: here, why they need to be paid and not charged,
24: along with other things. But again, it depends
25: on the student, it depends on the school, it

1: depends on the salon. There's a lot of things
2: that ride on that and it's not just -- I'm
3: saying, who's going to be a supervising
4: cosmetologist for these people? But it's no
5: different -- like you said, there's good schools,
6: there's bad schools. I have people come out
7: working in my salon from the two main schools in
8: this area. Some of them come out with very good
9: skill. Some of them come out very weak. Is that
10: a true reflection of the school or the student?
11: It depends.

12: So you know, there's no real measure to
13: that other than putting in place protections,
14: just like you have protections for people
15: attending schools. And again, if they have those
16: options that you're talking about of being paid
17: by the Department of Labor and going to school at
18: the same time, and doing it for cosmetology, it's
19: eight months full-time, then then why would you
20: not take that option? But there's people out
21: there that don't qualify for that option, so it's
22: just a different pathway.

23: MS. GYLES: I think we're all in
24: agreement. I think what they're actually saying,
25: if I'm -- if I'm -- is just that if this is

1: passed, if this is going to happen, at least I
2: know the state probably will not have enough
3: people to supervise these things. But I think
4: what I'm hearing is they just want it to be
5: supervised just to make sure the abuse is not
6: there. I think that -- I think -- that's it?
7: Okay. So I think we're all on the same page.
8: It's just that we want it to be supervised to
9: make sure the abuse of the past is not now in the
10: present, in the -- in the new, you know --

11: MS. MAYBIN: Okay. I think, to add to
12: that, I think that we can borrow from states that
13: have had success with these programs. You know,
14: I will just introduce the cosmetology and
15: barbering -- Pennsylvania has a cosmetology
16: apprenticeship, and then there's another state
17: that has, I believe it's, like, D.C., they have
18: a -- you can take a test to become a supervisor,
19: a cosmetologist supervisor -- don't quote me on
20: the word, but it's a pathway, right, where they
21: become a cosmetologist, but then they can now
22: become that supervisor. But there is testing.

23: So there's going to be standards and
24: regulations attached, of course, but I think that
25: the world that we live in right now,

1: realistically, economically, we have to have more
2: options and ways to get to, you know, economic
3: stability. You know, some people, again, you
4: know, you have the single mom, like you said, she
5: can qualify for this or go to school or what have
6: you, then you have programs like EOC that you
7: have to qualify at a certain income, and then
8: some people that don't qualify but are still
9: destitute and want to get a license. So having
10: an apprenticeship option would give them that
11: opportunity.

12: MS. GYLES: Right. But also remember
13: though, in New York, correct me if I'm wrong,
14: we're not required to have continuing education.

15: MS. MAYBIN: No. No.

16: MS. GYLES: I do it all the time. So
17: now you're taking a stylist with ten years'
18: experience, but never updated -- or not
19: updated -- with the new process, the new, you
20: know -- so there has to be some standard put in
21: it that's going to allow whoever the supervisor
22: for these apprentice are -- should have some form
23: of extra, you know, requirements -- at least
24: certifications that you've taken some classes,
25: that you're upgrading yourself. Because I've

1: been to salons -- you know, I work with a hair
2: care company -- I've been to salons where I'm
3: like, "Did they just say that? Are they really
4: doing that? You can't do that." And I'm like --
5: they've been doing hair for thirty, forty years.
6: So --

7: MS. MAYBIN: And that's why the
8: partnership with the existing schools would work.

9: MS. GYLES: Right.

10: MS. MAYBIN: Also bringing in the --
11: you just said about the -- sorry, my brain.

12: MS. GYLES: Like for the stylist to do
13: some form of education -- continuing education.

14: MS. MAYBIN: Okay. Yes, so they have
15: the certification, right? So definitely the CE
16: with schools and then the training that is
17: required for any type of cosmetologist.

18: MS. GYLES: That's another
19: conversation.

20: MS. LUPE: Sounds like there's
21: something to list.

22: MS. MAYBIN: It's like a whole thing.

23: MS. LUPE: More things to discuss and
24: work out.

25: MS. MAYBIN: We could just flesh it



1: out.

2: MS. LUPE: These are really great
3: points that could be discussed in the next
4: meeting. You know, Candy should have some date
5: options out to you pretty shortly. Thank you.
6: Okay. So back to the Shampoo Certificate. So
7: next, per Shannon's direction, we've done a
8: proposal of practice for certified shampoo
9: specialist. Dana was supposed to submit that, I
10: believe, last week, towards the end of the week
11: to --

12: MS. PERSICO: It was submitted.

13: MS. LUPE: So yes, we all went over
14: that and did the proposal to practice rightful
15: services, along with prohibited restricted
16: services, and then definitions as far as kind of
17: clarifying some of the terms. Okay. Comment?
18: So up next is the --

19: MR. FIORE: Before we do -- before we
20: do that, was -- was the comments from the New
21: York State Beauty School Association put into the
22: records regarding the shampoo license?

23: MS. SHADE: Not in the official record.
24: They have not been submitted on the documents.

25: MR. FIORE: So there is time still to



1: submit a document regarding the shampoo license?

2: MS. MAGUIRE: A position statement from
3: the State Beauty School Association.

4: MR. FIORE: Has that been submitted to
5: anyone in Albany?

6: MS. LUPE: At this point, we're still
7: discussing it at the subcommittee. They've
8: worked on the scope of practice, but we haven't
9: moved beyond the subcommittee at this point.
10: This was just an update on our meetings that
11: we've had.

12: MR. FIORE: Okay. So regarding the
13: position from the New York State Beauty School
14: Association, should that be read into the records
15: today or should that just be held off until the
16: subcommittee continues with the shampoo license?

17: MS. LUPE: Does anyone want to opine on
18: that?

19: MR. MOSSBERG: You know -- so you know,
20: generally speaking, because the subcommittee
21: hasn't made any sort of formal recommendation to
22: the board --

23: MR. FIORE: Okay.

24: MR. MOSSBERG: -- any sort of position
25: on a hypothetical, you know, recommendation would

1: be potentially premature --

2: MR. FIORE: Okay.

3: MR. MOSSBERG: -- because we have no
4: idea of what the subcommittee may or may not
5: present.

6: MR. FIORE: That's why Dave's here.

7: MR. MOSSBERG: So I mean, you're
8: certainly free to say anything or present
9: anything, but --

10: MR. FIORE: There is a position, but I
11: mean, if it doesn't have to be done today, it
12: could be the next meeting or something like that,
13: as we get closer.

14: MR. MOSSBERG: Right. I mean, again,
15: though my -- my recommendation or -- or you know,
16: sort of analysis would be that it's difficult, I
17: think, to have a position on a recommendation
18: that hasn't been presented yet, right? Like, I'm
19: making the assumption that you believe that the
20: subcommittee is going to come out one particular
21: way, right? But if it's, let's say, the complete
22: opposite, like your position may no longer be
23: relevant, right?

24: MR. FIORE: Right.

25: MR. MOSSBERG: So I don't know how I



1: can advise a board member on a hypothetical
2: recommendation that hasn't been presented yet.
3: You know, perhaps you'd want to wait.

4: MR. FIORE: Thank you.

5: MS. LUPE: Thank you, Dave. So moving
6: on to Advisory Committee titles, Dave?

7: MR. MOSSBERG: Yes. So as I
8: understand, at the last meeting there was a
9: question about the titles of the board
10: appointments, and specifically, you know, the
11: membership of the Appearance Enhancement
12: Subcommittee. And in particular, there was a
13: question about what was referred to as the
14: Pretlow bill from 2017.

15: So the law, just for the board
16: member's, I guess, education, is that, in 2017,
17: the board composition didn't actually change, so
18: there was always nine members of the board.
19: That's been that way, ostensibly since 1992 when
20: the board was created, and then in 1998 when
21: there was the last change prior to the 2017
22: Pretlow bill. So the actual membership has
23: always been consistent, at least since 1998, at
24: nine members. What the Pretlow bill did was,
25: with respect to Paragraph 1, when it spoke to a

1: reference the nine-member composition behind the
2: requirement that one of the members would be --
3: one of them would be knowledgeable in the
4: practice of styling techniques which place
5: tension on the roots -- what they did is they
6: added: "And one shall ensure strict adherence to
7: the quality services for all clients of all hair
8: types, including but not limited to: curl
9: pattern" -- curl pattern, "hair strand thickness,
10: and volume of hair".

11: So in terms of the composition, you
12: know, it's still going to be that there's going
13: to be two hair stylists in terms of the actual
14: licensed type -- like that number didn't change.
15: But because, you know, there's obviously, what
16: was referenced in the bill, sort of a need for
17: more, you know, curriculum development,
18: particularly with respect to like, you know, what
19: has been previously non-represented -- like
20: hairstyles with respect to what the statute
21: referred to as the various cultural and ethnic
22: background of hair. That's what they added.

23: So it's still -- two natural hair
24: stylists obviously can work on, you know, a wide
25: range of customers and clients. But one was, you



1: know, basically supposed to have specialized
2: experience or practice or, you know, history in,
3: you know, what I just read, which was having the
4: adherence for the quality of services of all
5: clients, including but not limited to their curl
6: pattern, hair strand thickness, and the volume of
7: hair. So that's what the 2017 bill did.

8: MR. FIORE: So it clarified the
9: position.

10: MR. MOSSBERG: Correct.

11: MR. FIORE: What the qualifications are
12: for that person to be on the board.

13: MR. MOSSBERG: Correct. So it's still
14: two natural hair stylists. So you still need to
15: be licensed in that category, but the member that
16: is going to be in that sort of an enhanced
17: position, or the clarified position, should have
18: like, a background where they're able to
19: demonstrate that skill and adherence to that type
20: of quality of service.

21: MS. GYLES: So let me -- let me just
22: clarify. So in that case, that person -- cause
23: for me, I do hair. Now we're classifying it, but
24: I do hair all over, like, texture -- I do hair
25: based on textures and curl patterns. So and I



1: always did -- so I do natural, I do straight, I
2: do relaxed, you know, so now -- so my question
3: is, do I now have to have a specific natural
4: license? Because I was one of those that fought
5: for the natural --

6: MS. MAYBIN: No. No, you don't.

7: MR. MOSSBERG: So you're a
8: cosmetologist, right?

9: MS. GYLES: Yeah, I'm a cosmoeducator.

10: MR. MOSSBERG: Right. No, but I meant
11: like, sorry, in terms of like, your -- your
12: position on the board is you were selected
13: because you're the licensed cosmetologist,
14: though. You may have the skill, the experience,
15: the history, all of those others were -- all that
16: other criteria.

17: MS. GYLES: Got it.

18: MS. MAYBIN: So on here where it says
19: hair stylist, these should say natural hair
20: stylist again? Because at one point they did,
21: or -- or, do they say this way? Because I think
22: that's kind of like, not, you know, okay, what is
23: a hairstylist? I'm a cosmetologist. I'm a hair
24: stylist, right? So it's not really defining --

25: MS. GYLES: What you actually do.

1: MS. MAYBIN: Yeah, but at one point, on
2: this sheet, it did say natural hair stylist.

3: MR. MOSSBERG: Yeah, I mean that could
4: just be, you know, something that, you know,
5: programmed it, but it certainly, I don't think,
6: intended to reflect a change in the statute. The
7: actual statute still literally reads, two persons
8: engaged in, quote, "natural hairstyling".

9: MS. GYLES: Got it.

10: MR. MOSSBERG: You know, I think that
11: this is shorthand, you know, for -- for us and as
12: an internal document, in terms of like, who's on
13: the board. But it's for that --

14: MS. MAYBIN: So looking at this, right,
15: and -- and what we have, so we have the
16: hairstylist, because LeeAnn is down as a
17: hairstylist, wouldn't she be a cosmetologist?
18: Because the hairstylist position --

19: MR. MOSSBERG: I don't know what her
20: license type is. I can't speak to that.

21: MS. MAYBIN: -- no, she is a
22: cosmetologist.

23: MR. MOSSBERG: Okay.

24: MS. MAYBIN: No, I'm saying that on
25: here --



1: MS. SHADE: Just say the title.

2: MS. MAYBIN: Yeah.

3: MS. SHADE: I'm listed on here as
4: hairstylist, but just so you guys all know, my
5: children are biracial, so I do want my textured
6: hair. But a cosmetologist would still --

7: MS. MAYBIN: But I'm just looking at
8: this in terms of formality.

9: MS. SHADE: -- encompass that.

10: MR. MOSSBERG: I mean, that would be
11: perhaps something that, like, you know, Candy or
12: Emily could look into. I mean, it would also
13: depend on, like, whether or not anybody's ever
14: changed their license category. So like, and
15: again, I can't speak for us because I don't know
16: the particular history, but, like, I don't know
17: if somebody was originally a natural hairstylist,
18: and then --

19: MS. MAYBIN: There wasn't. There was
20: one at the beginning, and then it was me, but I'm
21: an educator.

22: MS. GYLES: So am I.

23: MS. MAYBIN: Yeah, so. And I'm here as
24: an educator.

25: MR. MOSSBERG: I mean the other



1: thing -- I mean, we could look into it. I mean,
2: as I said, it -- as I had mentioned previously to
3: some of the board members, you know, certain
4: members are appointed by the secretary and then
5: others are appointed by the senate and the
6: assembly leaders respectively. And so, you know,
7: depending on, literally, like, what they sent
8: over -- cause in a secretary appointment, that's
9: how the positions are filled. So I mean, we
10: could talk to our integral people, just --

11: MS. MAYBIN: Yeah, I think we can kind
12: of --

13: MS. GYLES: So it's based on how it was
14: filled at the time.

15: MR. MOSSBERG: Correct. So if you
16: were, you know, appointed, but then actually if
17: the individual was no longer in that license
18: category, there's probably an argument to be made
19: that, you know, they would have relinquished or
20: resigned from their seat if they no longer met
21: that qualification.

22: MS. GYLES: Got it.

23: MR. MOSSBERG: So I mean, I'm just
24: going off of the document that says, you know,
25: who's appointed to what position under what

1: authority, you know. I -- I trust, you know,
2: everyone up in Albany and that this is correct,
3: but --

4: MS. MAYBIN: Is there a way that we can
5: update this?

6: MR. FIORE: I don't want to make it
7: more confusing and difficult.

8: MR. MOSSBERG: Okay.

9: MR. FIORE: But my impression was the
10: cosmetology license also includes a natural
11: hairstyling license, or covers it as well. So my
12: question would be, if you have a cosmetology
13: license, can you be on the board as a stylist? I
14: don't want to make it all confusing, but --

15: MS. MAYBIN: I did it -- cause it's
16: like --

17: MR. MOSSBERG: I mean, so the general
18: rule is that, under the definitions of the
19: general business law -- so it's Section 400.
20: Yes, anyone who has a license as a cosmetologist
21: can perform --

22: MR. FIORE: -- as a natural
23: hairstylist.

24: MR. MOSSBERG: Well, they aren't
25: licensed as those other categories, but they're

1: able to authorize to provide those specific
2: services. So I don't think though that this is,
3: you know, I -- I don't know, again, like I don't
4: know how every one of you board members and how
5: everyone was specifically appointed. You know,
6: to do that, we'd actually have to look at the
7: appointment papers to see how, you know, everyone
8: was appointed.

9: MS. MAYBIN: Let's do it.

10: MR. MOSSBERG: We could certainly --
11: I'll work with Candy and the Albany folks to see
12: if we could figure out how --

13: MS. MAYBIN: The only reason I say
14: let's do that is because when you go on here, and
15: say you want to be on the board, and you're
16: looking, you're like, what is a hairstylist?
17: What is -- what does that mean? You know?
18: Whereas, when you're focusing on the spokes of
19: practice, you have an esthetician, a natural
20: hairstylist, cosmetology, you have what makes up
21: the Appearance Enhancement Board listed, versus
22: just saying hairstylist.

23: MS. GYLES: Because I consider myself a
24: hairstylist.

25: MS. MAYBIN: Yeah, I'm a hairstylist.

1: You know, she's a hairstylist. That's the old
2: school way of saying it, right? But the -- the
3: formal way is cosmetologist. The -- the formal
4: way is natural hair, you know, stylist or
5: esthetician. So I just want us to think about
6: that as we move forward. Thank you.

7: MR. MOSSBERG: I have some homework to
8: do.

9: MS. MAYBIN: Yes.

10: MR. MOSSBERG: So that was Chapter 339
11: of the laws of 2017.

12: MS. SHADE: Can you spell -- what was
13: that?

14: MR. MOSSBERG: Pretlow?

15: MS. SHADE: Pretlow.

16: MR. MOSSBERG: So that's the assembly
17: person that sponsored the bill. It's
18: P-R-E-T-L-O-W. And then the citation for the law
19: is -- it's the laws of 2017, Chapter 339.

20: MS. LUPE: Thank you very much, Dave.
21: So we will now move to the public comment period.
22: We'll start in Albany. Members of the public
23: that wish to make a statement. Did you want to
24: make a statement?

25: MS. MYERS: I already know the answer,

1: but (indiscernible) as far as the apprenticeship
2: and the shampoo certificate, does the committee
3: think -- is it possible for someone that's not on
4: the board to be on the committee? Because it is
5: something that I'm interested in (indiscernible).

6: MS. LUPE: Yes. Anyone else? Buffalo?

7: MR. GRENAUER: Yes, Emily. Thank you.

8: MS. LUPE: Hi. And you have a comment
9: to make?

10: MR. GRENAUER: Sure. Paul Grenauer
11: from The Salon Professional Academy in Tonawanda.
12: We're a cosmetology school and we also -- my wife
13: also owns a salon, so she's also in the industry
14: as well. I guess my first question is, on Item
15: C, which was the shampooing certificate, is there
16: any way to get just some information about the
17: discussion on that?

18: MS. LUPE: So public comment period is
19: for you to make comments to the board. Did you
20: have any comments that you wish to make?

21: MR. GRENAUER: Sure, well I would love
22: to -- at least a comment on that, I would love to
23: find out some more information about that, just
24: to be able to add some valuable input. And
25: regarding the apprenticeship, just my first time

1: hearing about it, but my concerns would be, as
2: being involved in a salon, as well as in school,
3: easing our barrier to entry to the industry, but
4: also lowering our standards, or the control that
5: the state has on the quality of those standards.
6: There are a lot of bad things that can happen in
7: a salon, and we've seen them, whether it be in
8: the news, or in your own salon, of somebody
9: getting burned, or getting an infection, or
10: whatever those cases are, and that can get pretty
11: ugly while harming the public.

12: The -- you know, at the -- at the
13: present time, New York State is already at the
14: lowest amount of hours in the nation at 1,000
15: hours for cosmetology, and the industry itself is
16: actually moving away from salons. It's -- it's
17: going pretty hardcore to booth rental. That --
18: that's an awfully big net to observe or control
19: on the individual booth rentals and the quality
20: of education that the -- an individual will be
21: getting. There are some very important things
22: that the state has in its 1,000 hours that are --
23: are extremely important to be covering correctly.

24: I know from ourselves that, at least
25: from the school point of view, we are audited



1: every year. And it's a pretty extensive audit,
2: takes about a week. That report is then sent to
3: the state and that is -- if things -- they
4: interview our educators, they interview our
5: students, they interview our financial aid. It's
6: a pretty deep dive audit. It takes them about a
7: week, and not to mention our how much we prepare
8: for it as an academy. So the apprentice system,
9: at my first hearing about that would -- I'm not
10: sure if that would be the right direction for the
11: industry. So thank you.

12: MS. LUPE: Thank you very much for your
13: comment. Is there anyone else in the Buffalo
14: office?

15: MR. GRENAUER: I'm here all alone.

16: MS. LUPE: Thank you. All right. New
17: York City, are there any members of the public
18: that wish to make a statement or comment?

19: MR. MOSSBERG: Yeah, we have one
20: individual.

21: MS. LUPE: Okay.

22: MR. MOSSBERG: You could just sit at
23: the chair.

24: UNIDENTIFIED FEMALE: Good morning. My
25: name is Genevieve (ph.). I'm a licensed



1: esthetician. And I don't know if this is the
2: right form to put it but, like, is there an
3: update on the microneedling for estheticians?

4: MS. LUPE: So this is a public comment
5: period. So if you'd like to make a comment you
6: can, but it is not an opportunity for dialogue
7: with the board members.

8: UNIDENTIFIED FEMALE: Well, a lot of my
9: colleagues are, you know -- I'm from the Queens
10: area. A lot of my colleagues are licensed
11: estheticians, and I understand in New York City,
12: we can do microneedling. But like, outside of
13: that, it's like, very strict. And so a lot of
14: them are either wanting to have that ability to
15: perform that -- perform those services on our
16: clients.

17: And also -- and also, I read through
18: the notes from the last meeting about an advanced
19: esthetics license, so I think that would be -- I
20: know that that would take a while to, you know,
21: move through the -- through the pipeline but, you
22: know -- there are some schools that are offering
23: over 600 hours of schooling, but to be able to
24: like, offer that license would be great for New
25: York State. And that's it.

1: MS. LUPE: Thank you. Thank you for
2: your comment. Are there any other members of the
3: public that wish to comment?

4: MR. MOSSBERG: No one else in New York
5: City.

6: MS. LUPE: Okay. So the time is now
7: 11:08, and I move to adjourn the meeting. Thank
8: you very much.

9: (Time Noted 11:08)

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