

**COMMONWEALTH OF MASSACHUSETTS**  
**BOARD OF REGISTRATION OF COSMETOLOGY and BARBERING**  
**MINUTES of November 13, 2018 SALON PATHWAYS SUBCOMMITTEE MEETING**

TIME: 1:00 p.m.

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

PRESENT: Susan Viens (Chair), Joy Talbot (Vice Chair), Janice Dorian, Amanda Donis,  
Catherine Tool, Iris Stowe, Erinn Pearson`

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

The meeting was called to order at about 1:25 p.m. by Ms. Viens (Chair).

**Housekeeping:**

Ms. Viens explained the Emergency exit procedures

**Public Comment**

Ms. Viens asked if there were members of the public who wished to comment. There was no response at this time.

**Read and Accept Minutes of Subcommittee Meeting of October 9, 2018:**

No draft minutes were presented for approval thus no action was taken.

**Discussion – Evaluation and Decision on Four (4) Proposals: Shampoo Assistant Certificate; Salon Apprenticeship; Employer Intern License; Salon Employment for Enrolled Students**

Mr. Lawless summarized the formation of the subcommittee and the four proposals it has discussed. The members discussed the possibility of making a decision at this meeting on one or more of the four proposals and making the proposals available for trial by any interested and qualified parties in a pilot program that the Board would review after a short trial period. Frank Zona, of Zona Salons and the Professional Beauty Employment Coalition, was recognized and expressed support for a pilot program or trial period.

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Members discussed the Shampoo Assistant as a career path and whether it is fair to fully licensed cosmetologists.

Eileen Casey of Keldara Salon and Mr. Zona were recognized and said they know people who want to shampoo only; people should be able to “try out” salon work, as Mr. Zona proposed with the **Employer Intern License**, before committing to the expense of 1000 hours of cosmetology school. There was discussion that the scope of work for Shampoo Assistants or interns would be limited, as they would not have an assigned chair or regular clients. Mr. Zona said it is important to provide an additional entry point as an alternative to 1000 hours of school before being able to work in a salon.

**Salon Apprenticeship (minimum 500 hours credit in school toward 1000-hour curriculum; maximum 500 hour credit for work in salon).** Ms. Dorian said any elements of her apprenticeship proposal could be modified, and she described each element. She discussed apprenticeship under the Massachusetts Division of Labor Standards program. She indicated that apprenticeship in this proposal differs from other states because it includes classroom instruction, which would help students pass the licensing examination. Ms. Pearson indicated that salon owners would likely prefer an apprentice who has already been to school to a Shampoo Assistant. Ms. Donis indicated that the other proposal, to allow enrolled students to work in salons but finish all 1000 hours in school, is preferable and it would allow students to begin to build a clientele and would allow new graduates to compete more effectively.

**Salon Employment of Enrolled Students.** The Chair asked **for comment from** Tracy Casey of Rob Roy Academy, on the proposal for salon employment of enrolled students. Ms. Casey said that Rob Roy’s multiple salons in Massachusetts have not been disadvantaged by absence of Shampoo Assistants and she asked the Board to retain the requirement of 1000 hours in school.

**Salon Shampoo Assistant Certificate – 100 Hours.** Ms. Tool presented her written proposal for a Salon Shampoo Assistant Certificate Program – 100 Hours. Members noted that this proposal involves training for the limited services to be provided by the assistant.

A MOTION was made by Ms. Dorian to approve all four proposals. Members discussed that the Apprentice proposal and the proposal for Salon Employment for Enrolled Students could integrate with each other and give salons the immediate help that Ms. Casey and Mr. Zona are seeking. The Motion was not seconded.

A MOTION was made by Ms. Talbot, seconded by Ms. Tool to continue the discussions at the next meeting and narrow the proposals to the Apprenticeship and Salon Employment for Enrolled Students.

After further discussion, the Motion PASSED by a vote of 7 to 1.

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**Adjourn**

A MOTION was made by Ms. Stowe, seconded by Ms. Donis, to exit the Subcommittee meeting and enter into a Quasi-Judicial Session of the full Board.

The Motion PASSED unanimously.

The meeting of the Subcommittee was adjourned at or around 4:10 p.m.

The above minutes were approved by the Salon Pathways Subcommittee at its open meeting held on December 11, 2018.

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

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Richard Lawless, Acting Executive Director

**Documents Used During the Meeting:**

Agenda for Subcommittee Meeting on November 13, 2018

Proposal by Ms. Tool, Salon Shampoo Assistant Certificate Program – 100 Hours

Proposal by Ms. Dorian, “Salon Pathway”

Proposal for Employer Intern License by Zona

Proposal by Rob Roy for salon employment for enrolled students