

# NIC BULLETIN

SUMMER 2018

## 2018 Annual Conference



The 63rd NIC Annual Educational Conference will be held October 6-8, 2018. The host for the conference this year is the Washington State Department of Licensing. We thank the Department for inviting NIC to hold the conference this year in the great state of Washington.

The conference will be held in Seattle at The Westin Hotel located at 1900 5th Avenue. The Westin Seattle is the front door to downtown shopping, attractions, dining, and within walking distance to iconic Seattle landmarks including Pike Place Market and the Space Needle.

The Education Committee has planned an outstanding education program focusing on industry trends, health and safety standards, beauty and wellness education and challenges, legislative updates and more. Networking will also be a valuable part of the conference experience as board members and executive directors from across the states, DC and Guam gather together to share ideas and learn from others' experiences.

A conference registration packet may be downloaded from the NIC website at [www.nictesting.org](http://www.nictesting.org). For additional information about the conference, please contact Debra Norton at [debranorton@sbcglobal.net](mailto:debranorton@sbcglobal.net).

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## 2017/2018 OFFICERS

### President

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### Executive Director Rep.

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### NIC Office

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## Honorary Membership

The following guidelines and rules must be followed when nominating a candidate for honorary membership at the NIC Conference.

- A candidate must be a past member of a cosmetology board who has “rendered distinguished service” and must have contributed to NIC above and beyond the regular duties expected of all members. The accomplishments of the nominee, not just membership or having held office, are of “paramount importance.”
- The candidate must be elected to such honorary membership by a two-thirds majority vote of those present at an annual conference.

The nominee’s name, qualifications form and resume must be sent to Debra Norton, dnorton@nic-testing.org or 501-227-8262. A special point system has been established for eligibility for service and accomplishments in order to qualify. Honorary members are “offered all courtesies except voting privileges.”

Anyone wishing to submit an eligible candidate’s name for nomination at the Annual Conference in Seattle, WA please do so before the deadline date.

## Bulletin

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The articles provided are for informational purposes only and are not a position or endorsement of NIC. All articles written by the Editor unless otherwise noted.

# Message

*Susan Colard*

## From the Executive Director

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It has been another busy year for the regulation in the industries of barber, cosmetology, manicure, and esthetics. The executive directors continue to strive towards uniformity in the topics of license requirements, education, infection control, and standards of practice definitions. The executive directors' two-day meetings provide a forum for state regulators to share current issues in regards to legislation, new trends, reciprocity challenges and more.

Throughout the last several years, executive directors have committed to adopting a uniform model law that will be posted on the National Interstate Council of State Boards of Cosmetology (NIC) website under the executive director's section. A draft of the uniform model law has been submitted to the NIC Executive Board, and if approved will be posted on the website for anyone to access. Executive directors will continue to review and amend the uniform model law for continual improvements and updates. The goal is to encourage states and/or legislators to utilize this document when drafting new laws and regula-

tions. This model law is a result of executive directors who worked on different committees to conduct studies reviewing all of the regulations throughout the United States. Once the studies were completed, the committees proposed the model language to the executive directors who voted on the results. The executive directors are committed to standardizing uniformity in regulation and encourage reciprocity nationally and inter-nationally.

In addition, the executive directors will continue to discuss and develop ideas to add to our section on the NIC website. The goal is to continue to utilize this website as a tool for communication on different issues and or concerns we are facing. We encourage regulators to attend this two-day meeting and take advantage of the opportunity to network with state representatives. This meeting also provides an opportunity for attendees to discuss and collaborate on new topics and trends that have arisen in their state. We look forward to seeing everyone in Seattle! ✂

*Visit our website at* [www.nictesting.org](http://www.nictesting.org)



# Editorial *by Lois Wiskur*

## “Labeling” With Negativity

As I was thinking about NIC as an organization and how I have had the opportunity to witness its growth, my thoughts were on some of the ups and downs that were endured in the past years.

One of the things I remember was the judging of others by one's label that seemed to have an effect on the dividing of some of the membership. Also, some of the negative approaches that were used by individuals.

Today when I remember back, I am so glad to see that there were and are so many good “labels” that are a part of our state boards. What do I mean by “labels”? I'll explain how I see it today.

Labels aren't bad. It's what we do with them that affect our thinking process. For example, when asked to tell someone about yourself, you can use any number of descriptive words like mother, father, grandparent, businessman, teacher, cosmetologist, black, white, Native American, Catholic, Jewish, Protestant, Democrat, Republican, Independent, single, married and the list could go on and on. No matter what your labels maybe you have many that could describe you and they all are combined to make you into the individual you are. But unfortunately, in the last few years it seems that we are guilty of picking out only one label for an individual, forgetting that everyone is composed of many parts. This happens all the time when meeting new people for the first time.

Labeling was at one time a big issue. I read how it had caused some problems for some Presidential candidates years ago. One candidate was divorced and one was a Catholic and people thought if he were elected the Pope would have too much power. Thankfully, today those types of brands aren't a big issue anymore and people aren't labeled by them.

We've gotten over some labels, but there still are way too many that separate us. Some manage to make us judgmental about cultures and practices that we don't take time to learn about just because they don't follow our traditions they must be wrong. If we could only not see by being blindfolded, the labels that we are so fond of like age, clothes, physical appearance, color, race and all the identities we give to others, we could learn a lot.

Also coming to mind was not just labeling an individual by their identity but meeting an individual who is a pessimist, a person who sees a pitfall in every opportunity, a danger in every situation, a downside in every upside.

We meet this kind of individual every day. “Finally a wonderful day of sunshine.” “But it will rain tomorrow.” “The stock market has really roared ahead today!” “Yeah, but it's ready to crash.” These are a couple of negative reactions to some positive statements.

NIC has experienced much of this type of negative activity through the years since its existence by many individuals. This always created many trying times for the NIC Executive Board and membership.

It seems like every organization will have the constant complainer, the naysayers who whine about practically everything (except themselves.) They see only the dark side of every issue. Their continued negativity ensures that it will or could have an effect on an organization as well as their own personal career.

Why do they keep coming to the organizational meetings when everything is as bad as they claim? Why does the organization let them participate if they are such a bad influence on others?

The only answer is that the situation of each individual is different and unique. Organizations keep

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them on because, despite their own personalities, they are competent at what they do. Not all of their complaints are baseless. Some of us veterans have seen “change” too often along with mergers and acquisitions, restructuring, downsizing, “right sizing” and wonder kids whose careers eventually flame out.

NIC has been able to survive the negativity due to the exceptional over abundance of good will that so many individuals have offered to the organization. A little negativity doesn't hurt once in a while. It just makes those in charge a little sharper and confident

when being challenged. NIC has been so lucky in the past by the support of its peers.

I read that one of the astronauts made an observation once while orbiting the Earth that as he looked out into space at Earth, it was round, it was beautiful and there were no lines separating people and countries. What a beautiful thought. Unfortunately, we have all drawn lines by labeling individuals for who they are and by looking only at the negative side of such individuals. Now, we just have to figure out how to erase them. ☘



## Barineau Recipient of Gosnell Award

At the 2017 annual conference of the NIC, President Bill Helton presented the Aurie J. Gosnell Award to Robyn Barineau. Ms. Barineau resides in Tallahassee, Florida and is the Executive Director of the Florida Board of Cosmetology.

This Award was established by NIC to honor Aurie J. Gosnell who was a distinguished leader in the Cosmetology Industry and led the NIC in establishing national cosmetology standards by the development and implementation of the NIC National Examination Program. The Aurie J. Gosnell Award is the most prestigious award given by NIC. Recipients of this Award must

exhibit outstanding service to the Cosmetology Industry and NIC. The NIC Executive Board unanimously selected Ms. Barineau as the recipient of this Award in recognition of the years of service to the Industry as Executive Director of the Florida Board of Cosmetology, her dedicated service to NIC as an officer of the Executive Board representing the Executive Directors from 2012-2016 and her continuous commitment to support the mission and objectives of the NIC through her service on various committees of the NIC. We congratulate Ms. Barineau on her well deserved recognition for outstanding service to the NIC and the Cosmetology Industry. ☘

# NATIONAL-INTERSTATE COUNCIL OF STATE BOARDS OF COSMETOLOGY

## 2018 NIC EXECUTIVE DIRECTORS MEETING

The Westin Hotel – Seattle, WA

### TENTATIVE AGENDA

#### THURSDAY, OCTOBER 4, 2018

- 8:15 a.m. - 9:00 a.m. Breakfast (Provided)
- 9:00 a.m. - 9:15 a.m. Welcome and Introductions  
- Cynthia Briggs, Chair, Julie Campbell, Secretary
- 9:15 a.m. - 9:30 a.m. Welcome - NIC Leadership & Guests
- 9:30 a.m. - 10:00 a.m. Executive Directors' New Business
- 10:15 a.m. - 10:45 a.m. Speaker Presentation – TBD
- 10:45 a.m. - 12:00 p.m. Round Table: State Legislative Reports/Updates - Executive Directors
- 12:00 p.m. - 1:30 p.m. Lunch - provided by PSI, Lynn Thomas and Alon Schwartz
- 1:30 p.m. - 1:45 p.m. Icebreaker
- 1:45 p.m. - 2:30 p.m. Policies and Procedures – Open Discussion, Executive Directors
- 2:45 p.m. - 3:15 p.m. Finalization of all documents for submission to 2019 Executive Board
- 3:15 p.m. - 3:45 p.m. Speaker Presentation – TBD
- 3:45 p.m. - 4:00 p.m. 1st Day Close Out - Open Discussion

#### FRIDAY, OCTOBER 5, 2018

- 8:15 a.m. - 9:00 a.m. Breakfast (Provided)
- 9:00 a.m. - 10:00 a.m. Executive Board Updates - Susan Colard and/or Chiquita Coggs
- 10:15 a.m. - 11:00 a.m. Document Review – Approved documents returned by the Executive Board
- 11:00 a.m. – 11:30 a.m. Industry 'Health & Safety' Trends – Leslie Roste, Barbicide
- 11:30 a.m. - 12:45 p.m. Lunch provided by BARBICIDE
- 12:45 p.m. - 1:30 p.m. Executive Directors' Committee - Elections
- 1:30 p.m. - 2:30 p.m. Esthetics As We Grow – Shawn Condor
- 2:45 p.m. - 3:15 p.m. Newsletter and Google Drive Updates – Julie Campbell
- 3:15 p.m. - 3:45 p.m. 2019 Regional Meeting – Planning and Discussion
- 3:45 p.m. - 4:00 p.m. Closing - Open Discussion

For information about this meeting please contact Cynthia Briggs at [Cynthia.briggs@dc.gov](mailto:Cynthia.briggs@dc.gov)

# Overview of the 62<sup>nd</sup> Annual Conference of the NIC

By *Melanie Thompson*  
Immediate Past President

The conference was held August 5-7, 2017 at the Embassy Suites Downtown in Charleston, West Virginia. The conference started with a welcome reception on Friday night. The reception was co-sponsored by NIC and King Research.

Saturday morning was the official start of the conference which began with a breakfast sponsored by Super Cuts. Unfortunately, Super Cuts was unable to send a representative to the conference however; President Helton did recognize Super Cuts for its continued support of NIC.

The Chair of the WV Board, Sarah Hamrick, introduced the WV Board.

Sarah then recognized Chelsea Ruby, WV Department of tourism, who greeted all of the delegates and provided a list of activities or sightseeing opportunities.

General session started at 10:30 with Roll call of the States. There were 25 States present, including the District of Columbia and the territory of Guam. The Following states were given the authority by their Boards to vote by proxy: CA, KS, KY, NC, MN, NV & WA.

After all of the preliminary conference business agenda items were addressed the first speaker was introduced by the Chair of the Education committee, Sarah Hamrick

Gary Landry, Executive Director of NV, spoke on fighting Deregulation.

Gary's presentation, "Deregulation: Staying Relevant in Today's Cosmetology World" gave an overview of who was pushing the deregulation movement, why they were pushing it, and what we need to do about it. Gary listed several States the Institute for Justice had specified professions they believed were over regulated in Cosmetology or Cosmetology related professions. He stated that the Institute for Justice had 100 attorneys. He further explained that



individual States did not have enough money to fight this type of attack. Gary stated that the Institute's focus now is on Hair Braiders; next would be shampoo assistants. Gary's presentation included a video message from Tabitha Coffey, a statement from PBA, and a letter written by Steve Sleeper of PBA addressing Deregulation.

After Gary's presentation we broke for lunch, sponsored by Great Clips. Great Clips sponsored Mike McKinley who presented an entertaining and enlightening presentation on Transferring Today's Challenges into Tomorrow's Business. NIC would like to thank Kim Schottler and Great Clips for their continued support of NIC.

Following lunch, Lynda Elliott, Executive Director for the State of NC, gave a presentation on "Infection Control best practices standards". Lynda provided an overview of the document the delegates were provided and recognized Leslie Roste as being a major contributor to the document. The delegates were asked to vote on the document as it would become, if approved, an official policy of NIC. The delegates approved the document. (The Infection Control Best Practices document may be downloaded from the NIC website at [www.nictesting.org](http://www.nictesting.org).)

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The final presentation of the day was by Susan Colard, Program Administrator for the state of Washington, who gave a presentation on “Exam Security - The States’ Roles and Responsibilities. Susan focused on the important role states play in protecting the examinations that are administered in their states, whether it is a national examination or owned by the state itself. Susan also presented some tips and tools on examination security.

### **Sunday August 6, 2017**

The day began with breakfast sponsored by Milady. Gerard McAvey gave a presentation on how Milady has progressed and evolved in its 90 years of business. NIC would like to thank Sandra Bruce and Milady for their continued support of NIC.

After roll call, 24 States were present. Susan Povromo of WV introduced Jessica Griffith and Lia Palmer of the Attorney General’s office of WV. They presented information on human trafficking and how it relates to the Cosmetology Industry. They presented the AMP Model, Action, Means, Purpose. They explained that human trafficking was confused with smuggling. Jessica explained the difference between the two. The main difference for smuggling is being taken across the border. She also stated that Labor Exploitation and Human tracking

were also confused. Lia presented the Federal and State Law: 22 USC s 1702 for Sex Trafficking and Labor Trafficking. WV’s previous law only applied if two or more victims were involved. The new laws are less restrictive with stiffer punishment. Every year 300,000 children become victims. This was a very detailed and eye-opening presentation.

The next presentation was on Legal Requirements of Board meetings by Kelli Talbott, WV Senior Deputy Attorney General. Ms. Talbott explained WV law requires that the agenda has to be very detailed; even Executive Session topics. WV has Statutes that define what topics a board can go into executive session for. If a respondent, who may be the reason for entering into Exec. Session, requests that the board not go into executive session then the board is not allowed to enter into executive session. The board is not allowed to discuss anything outside of the open meeting except logistical items. WV law doesn’t require minutes be taken. It does require motions made and votes taken but nothing else in so far as detail. WV law also requires the minutes to be available to the public in a reasonable time. In WV a violation of the open meeting law is considered a criminal offense. Willful violations are a misdemeanor punishable with a \$500.00 fine for first offense and up to \$1000.00 for subsequent offenses. WV law also allows for a decision to be over turned if the open meeting law is violated.

In WV, the Ethics commission is charged with issuing an advisory opinion to State agencies on Open Meeting Law issues. The WV Attorney General’s office advises boards on legal matters.

Ms. Talbott further explained that in WV, boards are advised to be cautious when having an “emergency” meeting. DC asked about Board members refusing to vote. Ms. Talbott responded that she had not faced that problem but in her opinion, there would simply be lack of action on the matter. KY asked if votes could be done by written ballot, in WV it is not permitted. President Helton asked the States present if their State required any notes taken in Executive Session be turned over to be shared with the respondent. The States varied on their responses. President Helton asked how many States required new Board members to attend the Attorney General’s open meeting as part of their orientation. OK seemed to be the only State with that requirement.

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DC asked about conf call meetings and voting. Ms. Talbott responded that in WV they could as long as members of the public had the opportunity to hear. SD asked who could go into Executive Session. Ms. Talbott responded definitely board members, sometimes the attorney, and occasionally staff member. SD also asked if the Board had attorney client privileges with their attorney. Ms. Talbott stated yes, the board had that right for legitimate legal issues but not to simply talk about other matters. President Helton asked how many States had closed session and executive session. Several States had both and a few had one or the other.

12:15 Lunch was sponsored by Pivot Point. Robert introduced Brian Newman who is a states relations advisor to AACA. Mr. Newman presented information on legislative activity this past year. NIC would like to thank Robert Passage and Pivot Point for their continued support of NIC.

General session reconvened at 1:30 with the Nominating committee providing their slate of delegates they endorsed for each office of the Executive Board. The Committee put forth the names of the following:

- President, Bill Helton- OK
- 1st VP, Glenda Ledford -AK
- 2nd VP, Sharon Young-DC
- Sec/Tres, Sarah Hamrick-WV
- Region 1 Director Robert Jones-VA
- Region 2 Director Vicky McNally-WI
- Region 3 Director Wendy Gray-WY
- Region 4 Director Karla Clodfelter-AZ

- Executive Directors Susan Colard-WA & Chiquita Coggs-KS

The next presentation was provided by Carla J. Campbell, Director of WV Division of Labor Safety Section/OSHA program on “Safety and Health Hazards in the Cosmetology Industry”. She gave an overview of OSHA requirements and what Salons should look for when dealing with OSHA.

The next segment was a legislative update provided State by State. Each State gave an overview of any legislative changes that may have been implemented in this last legislative season. Most of the 24 States present had some legislative changes ranging from lowering hours, raising hours, increasing fees, decreasing fees, Introducing laws to lower or completely do away with licensing fees for lower income licensees.

After a 15-minute break elections were held at 3:30. Ned Nicholson, NIC General Counsel, provided the rules governing the election process. He then began, per protocol, with the office of the President.

President Bill Helton was elected by acclamation.

1<sup>st</sup> Vice President, Glenda Ledford was elected by acclamation.

2<sup>nd</sup> Vice President, Sharon Young was elected by acclamation.

Secretary/Treasurer, Sarah Hamrick was elected by acclamation.

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Region I Director, Robert Jones was elected by acclamation.

Region II Director, Vicky McNally was elected by acclamation.

Region III Director, Tammy Ugofsky was nominated from the floor and won by a majority vote.

Region IV Director, Karla Clodfelter was elected by acclamation.

Executive Directors, Susan Colard and Chiquita Coggs were elected by acclamation

Mr. Nicholson thanked everyone who had been willing to serve as well as those who were newly elected to serve.

### Monday August 7, 2017

General Session was called to order at 9:00.

The first Presenter was Dale Atkinson, FARB legal counsel, who spoke on the “Future of Regulation”. He addressed the biggest challenges Boards or jurisdictions face with Deregulation, uniformity, and training being just three of the many challenges. He emphasized that as regulators we need to have a voice. He recognized that boards could not have a lobbyist; however, he explained that board members had the right to voice the need for the public to be protected. He then detailed a few ways we, as boards, can address these challenges. The following are a few of the examples he provided:

- Be informed
- Be Trained
- Be Knowledgeable
- Understand the role of the Board
- Understand the role of the Board members
- Separate trade from regulation, meaning when participating in a board meeting you must think like a regulator and not a licensee.

Mr. Atkinson then went on to explain that everyone needed an “elevator speech”. This is a speech that identifies what you want to talk about and to emphasize that enforcement is for the benefit of the public. The speech needs to be short, to the point, but impactful. Mr. Atkinson stated for uniformity some type of model practice act under NIC to protect the industry as well as the public needed to be adopted.



The Final presentation was given by WV State Senator Ron Stollings, M.D. on “Professional Based Regulations, Striking a balance”. Mr. Stollings reviewed State based regulation of professional boards, past, present, and future. He also provided a review of current legislation, the legislative process and how to make a change.

This concluded the general session of the conference. The meeting was adjourned until the installation banquet.

The installation banquet was organized by Rosanne Kinley who enlisted the help of Past Presidents as well as previous Executive Board members. The Aurie J. Gosnell Award was given to Robyn Barineau for her continued work and dedication to NIC. The Aurie J. Gosnell award is the most prestigious award given by NIC. President Helton announced the winners of the Aurie J. Gosnell Scholarships. The banquet concluded with the installation of each officer to the Executive Board.

President Helton adjourned the conference at 8:00 PM ✂

# 2017-2018 Committee Appointments

## **AACS Liaison**

Vicky McNally, WI – Chair  
Shawn Conder, UT

## **Bylaws**

Sarah Hamrick, WV – Chair  
Jenneth Quiambao, GU  
Anwar Saleem, DC

## **Conference Site**

Robert Jones, VA – Chair  
Melanie Thompson, SC  
Robyn Barineau, FL  
Lafaye Austin, OK  
Angie Printz, MT

## **Education**

Susan Colard, WA – Chair  
Tammy Ugofsky, SD – Co-Chair  
Kristy Underwood, CA  
Julie Campbell, KY  
Pam Rowland, NE  
Rosanne Kinley, SC

## **Executive Directors**

Cynthia Briggs, DC – Chair  
Julie Campbell, KY – Vice Chair  
Sharon Clark, MS – Secretary

## **Health and Safety**

Pam Rowland, NE  
Kristy Underwood, CA

## **Honorary Membership**

LaFaye Austin, OK – Chair  
Richard DeCarlo, DC  
Lyra Faltys, NE

## **Legislative**

Kristy Underwood, CA – Chair  
Pam Rowland, NE

## **NACCAS Liaison**

Sharon Young, DC – Chair  
Sarah Hamrick, WV  
Rhonda Griffis, FL

## **Nat'l Endorsement**

Pam Rowland, NE – Chair  
Angie Printz, MT  
Theresa Brown, SC

## **Procedures**

Melanie Thompson, SC – Chair  
Leisa McElreath, MS  
Susan Colard, WA

## **Policies**

Susan Colard, WA – Chair  
Theresa Brown, SC  
Cynthia Briggs, DC

## **PBA Liaison**

Jalainna Ellis, WY – Chair  
Tammy Ugofsky, SD  
Rhonda Griffis, FL

## **Textbook**

Donn Kerr, SC – Chair  
Vicky McNally, WI  
Sharon Young, DC

## **AJG Scholarship**

Glenda Ledford  
– Nat'l Cmt Chair  
Robert Jones, R1, VA  
– Reg 1 Chair  
Robyn Barineau, R1, FL  
LaQuita Horton, R1, SC  
Vicky McNally, R2, WI  
– Reg 2 Chair  
Sarah Hamrick, R2, WV  
Tracy Smith, R2, AL  
Tammy Ugofsky, R3, SD  
– Reg 3 Chair  
Jalainna Ellis, R3, WY  
Karla Clodfelter, R4, AZ  
– Reg 4 Chair  
Jenneth Quiambao, R4, GU  
Anwar Saleem, DC

# 2018 ANNUAL CONFERENCE

THE WESTIN HOTEL – SEATTLE, WASHINGTON

## *Tentative Agenda*

### FRIDAY – OCTOBER 5, 2018

- 1:00 p.m. – 4:00 p.m.  
CONFERENCE REGISTRATION – Pike Foyer
- 5:00 p.m. – 6:00 p.m.  
NEW MEMBER ORIENTATION– Pike Room
- 6:00 p.m. – 8:00 p.m.  
WELCOME RECEPTION – *Sponsored in part by Barbicide*  
Puget Sound Room

### SATURDAY – OCTOBER 6, 2018

- 8:45 a.m. – 10:15 a.m.  
BREAKFAST – *Sponsored by Milady* – Pine Room  
Opening Ceremonies
- 10:30 a.m. – 11:00 a.m. – GENERAL SESSION/Call to order – Pike Room  
Roll Call of states  
Presentation & Approval of conference rules  
Approval of Conference Agenda  
Approval of 2017 Conference Minutes  
Committee Appointment: Nominating  
Presentation of Election Procedures  
First Reading of Proposed ByLaw Amendments (Tentative)  
President's Report  
Introduction of Education Chair
- 11:00 a.m. – 12:30 p.m.  
"Why it's Better to Eat Twinkies Together than Broccoli Alone"  
Chris Zervas, Leadership Vision – *Sponsored in part by Prometric LLC*
- 12:45 p.m. – 1:45 p.m.  
Lunch – *Sponsored by Great Clip* – Pine Room
- 2:00 p.m. – 2:45 p.m.  
GENERAL SESSION/Call to order – Pike Room  
"The Apprenticeship Training Experience" – Jesse Kittrall
- 2:45 p.m. – 3:45 p.m.  
"Infection Control – What's Next" – Leslie Roste, R.N. - Barbicide
- 3:45 p.m. – 4:00 p.m. Committee Report: Honorary Membership

### SUNDAY – OCTOBER 7, 2018

- 9:00 a.m. – 10:00 a.m.  
BREAKFAST – *Sponsored by Pivot Point International* – Pine Room
- 10:15 a.m. – 11:00 a.m.  
GENERAL SESSION/Call to order – Pike Room  
Roll Call of states  
"Microblading & Permanent Cosmetics" – Dawn Hunter
- 11:00 a.m. – 11:45 a.m.  
"Teaching Scientific Concepts in Cosmetology Schools"  
– Leslie Roste, R.N. - Barbicide
- 12:00 noon – 12:45 p.m.  
"Competency-based vs Clock-hour Measured Education"
- 1:00 p.m. – 2:00 p.m.  
Lunch – Pine Room  
Nominating Committee Report
- 2:15 p.m. – 3:15 p.m.  
General Session – Pike Room  
"Legislation and Regulation Updates"
- 3:30 p.m. – 4:30 p.m.  
Election of Officers  
Committee Report: Bylaws

### MONDAY – OCTOBER 8, 2018

- 9:00 a.m. – 9:45 a.m.  
GENERAL SESSION/Call to order – Pike Room  
Roll Call  
Committee Report: Conference Sites
- 9:45 a.m. – 10:30 a.m.  
"Human Trafficking and Labor Exploitation"  
– Kyle Wood, Office of the WA Attorney General
- 10:45 a.m. – 11:30 a.m.  
"Beauty Education: Challenges & Solutions"  
– Frank Trieu, AACS President
- 11:30 a.m. – 12:00 Noon  
Unfinished Business  
New Business  
Resolution
- 12:15 p.m. – 1:45 p.m.  
Lunch – *Sponsored in part by Virtual, Inc.* – Pine Room  
Installation of Officers  
Adjourn

# 2017 REGION MEETING

## Highlights









# Infection Prevention for Today's Salons and Spas

Every day there are salon & spa professionals and their clients who walk out of salons & spas with germs they did not walk in with. For people with properly working, healthy immune systems contracting and fighting-off potentially infectious organisms usually pose little issues. For the elderly, and for people with existing conditions that already tax the body's natural immune system such as diabetes, lupus, and hepatitis, to name a few, contracting a potentially infectious organism is a real threat to their health.

Now more than ever people are in need of the services provided by salons and spas as part of your client's regular regime to maintain a healthy lifestyle. Elderly clients for example who can no longer reach down to trim their own toe nails seek out the services of nail technicians to maintain healthy nails and feet. It is up to you, the salon professional, to perform the services you provide in a clean, healthy, infection free environment. What are some practices and strategies you as a salon and spa professional can perform regularly every day (and are actually required by state laws and regulations) to prevent the spread of infection and to keep you, your co-workers and your clients from leaving the salon or spa with germs they did not have when they entered the salon or spa?

## **Cleaning and then Disinfecting High-Traffic Areas and High-Contact Surfaces**

Quiz: In the salon or spa, where you work, what are the most regularly and highly used areas by you, your co-workers, and your client's?

Answer: The front entrance and the reception area.

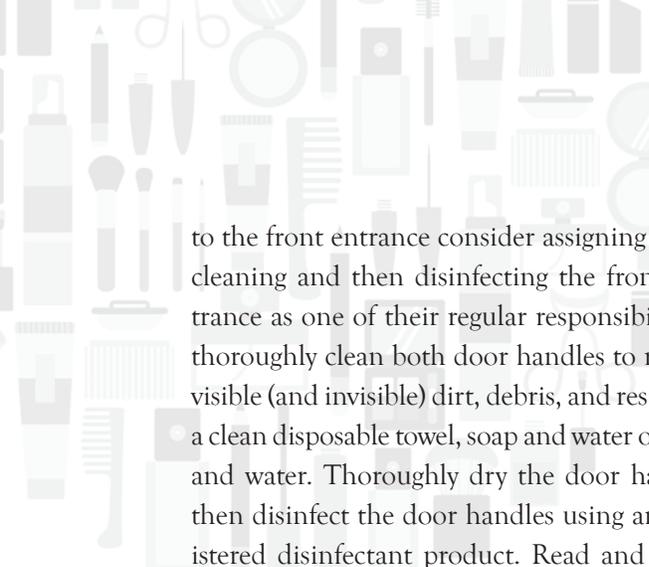
Every salon and spa professional and every client walks in and out through the front entrance at least two times each day. And every client typically goes to the front desk to check-in for their appointment and then spends some time in the reception area. It may be a regular part of your day to clean and then disinfect your work area, tools and implements however does your salon

or spa have a policy in place to regularly clean and then disinfect high-contact points, like the inside and outside door handle of the entrance? The very entrance every person walking in and out of touches with their hands. Hands that you do not know whether they are or are not carrying infectious germs!

If your salon or spa is not currently cleaning and then disinfecting the salon entrance door handle on at least a daily basis (more frequently is preferable) you and your clients may be unknowingly leaving or picking-up potentially pathogenic organisms before stepping into the salon or spa. Since the front desk professional is typically the employee who is closest



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to the front entrance consider assigning the task of cleaning and then disinfecting the front door entrance as one of their regular responsibilities. First thoroughly clean both door handles to remove any visible (and invisible) dirt, debris, and residues using a clean disposable towel, soap and water or detergent and water. Thoroughly dry the door handles and then disinfect the door handles using an EPA-Registered disinfectant product. Read and follow the directions on the disinfectant product label. Since most disinfectant products, (but not all) be they liquid spray or wipes require the surface to remain wet with disinfectant for 10 minutes the best times of the day to clean and disinfect the entrance door is before the salon or spa opens and or at the end of the day after all clients have left.

### **Cleaning and Disinfection the Reception Areas**

What about the reception areas itself? The reception area includes not only the client waiting area but the reception desk and all countertops and equipment such as computer keyboards and telephones. In the client waiting area do you have magazines or newspapers for your clients to read? Well those magazines may have been touched by hundreds of people. Magazines touched by hands that you do not know whether or not they are carrying and thus leaving germs on those magazines. Germs that are then transferred to another unsuspecting client. Many hospital emergency waiting rooms and doctors offices have done away with those waiting area magazines as one of several new strategies in their arsenal to prevent the spread of infection. Instead of providing magazines consider offering a variety of local and national newspapers that are disposed of after each day.

The front desk working area should be treated no differently than your salon workstation. Regularly

clean and then disinfect all countertops, computer keyboards and phone headsets and handles on a regularly scheduled basis. If you are a salon owner train your front desk employees in the basics of and the importance of regular cleaning and disinfecting of the entrance and reception areas. Include the task of cleaning and disinfecting entrances and reception areas into the job description for all front desk employees. You may want to consider a schedule for your front desk employees that includes either starting an hour before the salon opens or an hour after the salon closes. Use this hour to thoroughly clean and then disinfect your salon entrance and reception areas. If your salon contracts with a cleaning service don't leave the critical task of cleaning and disinfecting the entrance and reception areas to your contracted cleaning service that is likely not trained to properly clean and then disinfect to the extent necessary to protect the health of everyone walking in and out of your salon or spa.

Setting aside the time to thoroughly clean and disinfect high-traffic and high-contact points like the front entrance door handles and the reception areas on a daily basis will go a long way in your infection prevention regime and will protect the health of you, your co-workers and your clients.

In the next installment of Infection Prevention for Today's Salons and Spas we will discuss the best area(s) in a salon that should be set aside to be used to properly clean and then disinfect your salon tools and implements. ☞

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