

NIC Bulletin

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Official Newsletter of the National-Interstate Council of State Boards of Cosmetology, Inc.

www.nictesting.org

All Regions Meeting February 3- 5th, 2012



Left to right: Peggy Moon, NIC Past President; Robert Passage, Pivot Point; Kay Kendrick, NIC President; Tony Fragomeni, AACS

by Marti Frasier, Region 4 Director

The first weekend of February members of NIC and representatives from several of our 'Support' Companies, such as CLiC, Barbicide/King Research, Milady, Pivot Point, Super Cut, PCS, OPI, and Great Clips as well as our testing partners / administrators PCS and PSI, SMT and IQT gathered in Dallas, Texas at the Renaissance Dallas Hotel, for our 2012 "All Regions meeting.

On Friday Evening, PCS and Barbicide/King Research, CLiC and OPI hosted a "Welcome Reception". The food was great and was much appreciated. This was, as usual the ideal opportunity to re-acquaint with friends from other states and spend some casual comfortable time visiting and catching up on one another.

Saturday we were off to an early start with Milady sponsoring breakfast. Soon after we over indulged so early in the day, we moved

to the adjacent room where President Kay Kendrick and the Region Directors: Melanie Thompson, Region I; Tracy Smith, Region II; Bill Helton, Region III; and Marti Frasier Region IV, welcomed everyone and thanked them for their support and for their attendance.

The First Topics of Discussion were presented by President Kendrick, and NEC Chair/NIC Past President Rosanne Kinley shared NIC's Mission Statement:

"To promote the protection of the health, safety, and welfare of the public and the professional workforce by actively pursuing excellence in cosmetology and related fields."

Delegates' responsibilities and the different rolls of the NIC Executive Board and the NEC - the National Examination Committee were addressed.

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Conference Plans Moving Forward

The Annual NIC Conference scheduled for August 25-29, 2012 at the Little America Hotel in Salt Lake City, Utah, is well off the ground according to the Conference Coordinator, Debra Norton. Debra announced that the correspondence will be forwarded in June to all the states and will include all the Conference information to allow for early registration.

Educational Co-Chairmen, Angie Prince and Bill Helton and the Utah Board have been putting together an educational program that should be outstanding. A great deal of thought and planning has been projected into the program.

Salt Lake City is a city rich in culture and tradition and is home to many unique attractions. This includes sightseeing and taking in the Great Salt Lake or hearing the world-famous Mormon Tabernacle Choir. If you want to include a cultural experience

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<http://saltlake.littleamerica.com/>



NIC 2011-2012

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Message

From the President



Well another school year has come and gone. The kids are out for the summer and everyone is thinking about vacation. My time flies quickly. This also means it is getting closer to the time for our annual conference. It looks like we are going to have a great conference this year. And to be in Utah in August, how great is that. So make plans now to join us at the annual conference.

Now on a more serious matter, I have to say that this has been the worst year I can remember for some time when it comes to legislation and the attempt to deregulate our profession. Almost weekly I receive information about one or another state that is under attack. And when I say under attack, I am not being dramatic. I cannot think of any other way to describe what is going on across the country. What I don't understand is why. In most states Cosmetology is the second largest licensed profession, but when it comes to cutting the state budget they always look at Cosmetology first. Do they never look at the revenue that we generate for the states? Or is it legislators' perception that we think we are more important than we really are?

After 30 plus years in this profession and being involved in legislation, talking to legislators and professionals, this is what I have found. Legislators do not understand why we need to be licensed because they say things such as, "What's the big deal? All you people do is paint faces and comb hair. Our wives do that everyday." I say "ok, so do your wives provide services to 20 to 30 people a day? Do they see people with contagious diseases? Do they use chemicals such as perms and relaxers that could burn clients or cause an allergic reaction? Would they know what to do if this happened?"

Another reason our profession is under attack is because a fragmented Industry is an easy target. Licensees are not united and most are not members of their professional association. Also we have too much variance from state-to-state as to hourly requirements and in some states we do not require our licensees to be high school graduates. Our examination and licensing fees are

among the lowest of any licensed profession. As it was put to me by a Senator "You people are the lowest hanging fruit on the tree."

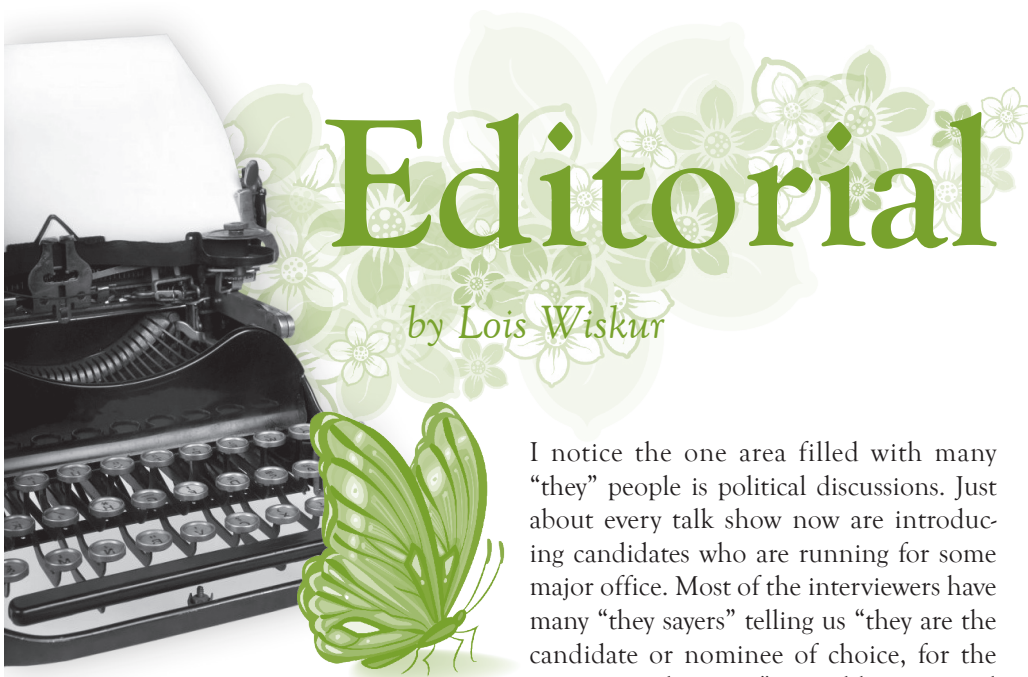
What effect does national endorsement or lack thereof, have on our profession? I heard a man say just this past weekend that it is easier for someone to come from another country and get licensed than it is to go from one state to another. Does the lack of mobility in our profession impact the value of our profession and legislators' perception of our Industry?

This is how I see it. We need to unite all of our states and come to a national standard of hours, fees and examination requirements. We need to build a strong Cosmetology Association and encourage all licensees to be a member of that Association. We need to elevate our students to all be high school graduates. We need to face the legislators with a strong united front and educate them as to what could happen if the profession is deregulated. We need to educate legislators as to the amount of revenue we bring to the states and the economy. Lastly, we need to educate legislators as to why we need them to help us enforce the laws and rules that govern our profession and most of all make stronger, more consistent laws across the country.

What can you do to help change things or at least protect what we have now? Well most state board members cannot lobby so you go outside the board and find a small group of people to form a watch committee. Have them check the state website regularly for any legislation that might impact our profession. When they see something introduced they need to start a phone call chain to notify the other licensees in the state and if need be storm the capital with large numbers of professionals with loud voices. Be seen and heard. And if you need back up NIC is always ready to help in anyway we can. Let's all get stronger and work together. I will stand by you all the way.

Have a great summer and I hope to see you all in Utah.

Kay Kendrick, NIC President



Editorial

by Lois Wiskur

Who Are “They”?

I was discussing a topic with several of my clients one day when one in the group spoke up and asked “who are *they* you keep referring to?” I was taken back for a moment because I had to really think who the “they” really were. After some thought, I finally said “They.” “What do you mean ‘they’? Who is that?” was the puzzled response by one of the clients.

“That is what I would like to find out,” I replied.

Later I got to thinking that I too, have always wondered who “they” really were, because it seemed like “they” have always had a strong statement to say on every subject. You know, things like “They say we are going to get some rain,” or “They say that the grass is green.”

When I was younger, I always thought “they” must be older, important people. After all, adults knew everything. Now that I have reached that older-wiser age, I don’t know if I feel smart enough to be a “they.”

“They” are everywhere. In music “they say that the song was wonderful, so they say.” “They say that Dr. So and So is the best in town.” And when it comes to the weather, “they” know everything from how much rain is expected to the daily temperatures.

I notice the one area filled with many “they” people is political discussions. Just about every talk show now are introducing candidates who are running for some major office. Most of the interviewers have many “they sayers” telling us “they are the candidate or nominee of choice, for the upcoming elections.” I could go on and on but it just shows that no conversation is exempt from the big “they.”

So who do you think “they” are? After doing some unscientific research, I discovered that it has to be all of us. We hear things, we read things, we see things on TV and then we repeat them in conversations. By the time a conversation or idea gets repeated enough it is bound to be true, and it becomes a “they” statement.

With the Conference coming up in August, one might take to listening to the speakers to see how many times the “they” word is repeated or used. You might want to every so often see if you are one of those “they” people who keep repeating the “they” word when having a conversation when you make a statement. It could create some interesting statements.

So I guess we’ll all just keep saying “they say” or “they said,” because it joins the other conversational patterns that we have grown accustomed to these days, like “you know” (that’s another statement we won’t get into.) Since we all are “they” (people), the thing we can do is to be sure our facts are true when we give an opinion or make a comment in an authoritative way, because what we say may eventually be a “they say” statement.

P.S. Don’t forget to attend the NIC Conference in Salt Lake City, UT. “They” say that the educational program is outstanding. Oops!

State Happenings

California – The Department of Toxic Substance Control for the State of California found that some commonly used nail polishes contained high levels of toxic chemicals that are linked to birth defects.

The polishes were found during an inspection of some nail salons and were labeled and advertised as free of the so-called “toxic trio” of toluene, dibutyl phthalate and formaldehyde. There were over 25 brands of polishes that were randomly checked and are only available at nail salons. Exposure to large amounts of the “toxic trio” has been linked to developmental problems, asthma and other illnesses.

California regulates over 48,000 nail salons that employ thousands of workers who have been exposed to these chemicals.

(Salons need to be more aware of the products that are used to protect the employee and consumer. Hopefully most states have chemical regulators that are willing to work with their boards on this issue. Maybe this could be a topic at the Conference that states could address.)

Washington Legislation

The Washington State Legislature passed legislation in 2011 that affects businesses offering tattoo, body piercing, body art and permanent cosmetics.

Effective January 1, 2012, persons who are receiving public assistance are prohibited from participating in or purchasing any activities located in a tattoo, body piercing, permanent make up or body art shops using an electronic benefits card. In addition, tattoo, body piercing and body art shops must disable the ability of ATM or point of sale machines located on their business premises to accept the electronic benefit card.

Anyone with questions may contact the Washington licensing staff at (360) 664-6660 or plssunit@dol.wa.gov.

Cosmetology in 2011...

What to Consider when Writing the Rules!

The following is a continuation of Leslie Roste's article on "What to Consider When Writing the Rules," which was published in the September/October NIC Bulletin.

by Leslie Roste, RN

Items that should be priorities for every state!

1. Can your laws, statutes, rules that impact licensee and consumer be easily found?
2. Can your laws, statutes, rules that impact licensee and consumer be easily read and understood?
3. Do your regulations SPECIFICALLY do the following:
 - a. Define what needs to be cleaned/disinfected/sterilized?
 - b. Define what products are legal for use as disinfectant?
 - i. Are those products scientifically appropriate for disinfection? (alcohol/boiling/loose steam vapor)
 - ii. Are those products safe for the licensee and consumer? (Tuberculocidal/Fumigants)
 - c. Define what methods can be used (immersion, spray, wipes, steam)?
 - d. Provide directions with regard to cleaning before disinfecting?
 - e. Provide directions with regard to concentration and contact time?
4. Do you provide clear instructions for footbath /pedicure stations?
5. Are you consistent in using sanitize, disinfect, clean and sterilize in the correct manner?

Tuberculocidal vs. Non-Tuberculocidal

Use and/or requirement to use Tuberculocidal disinfecting agents is of concern for the following reasons:

1. Disinfectants used in cosmetology are manufactured for non-porous surfaces - Tuberculosis is not transmitted via surface contact-respiratory only

2. Many states require Tuberculocidal for blood spills-Tuberculosis is not transmitted via blood contact
3. Tuberculocidal disinfectants are manufactured with Phenol, a known carcinogen that is illegal in several states and as such pose a risk to licensee's and potentially consumers
4. Tuberculocidal disinfectants can ruin plastics and some metals - particularly when mixed incorrectly or when items are left in contact with disinfectant beyond stated contact time.
5. No Federal, State or International Health Organizations document any risk of exposure to Tuberculosis other than respiratory transmission - see WHO, CDC and OSHA citations

Sanitation, Clean, Disinfect & Sterilize...What do they all mean?

- Sanitation: Same as Clean...Removal of visible debris. Examples:
- Rinsing out a shampoo bowl with soap /water
- Wiping down a station with a towel
- Cleaning an implement with soap and running water

Disinfect: Destruction of most dangerous pathogens on a surface. Appropriate disinfection requires that item be cleaned first and then treated with a disinfecting agent. Disinfectant must be used according to manufacturers label with special attention to mixing and contact time. Examples:

- Immersion in a disinfectant for prescribed contact time
- Spraying or wiping surface with disinfectant for prescribed contact time

Sterilize: Destruction of all microbial life (including spores) ...requires that item be cleaned, disinfected and then place in a heat/pressure autoclave for manufacturer recommended time frame.

CONFERENCE PLANS MOVING FORWARD... CONTINUED FROM PAGE 1

that is unique, add some genealogy. Experts at the Family Search Center will make it easy for even extreme beginners to dive in and discover your roots. Salt Lake also offers shoppers plenty of terrific shopping excursions.

For hotel reservations call 800-437-5288. Please state that you are with the National Interstate Council of State Boards of

Cosmetology to receive the Conference rates. Room rates for a single or double accommodation are \$139.00 a night plus applicable tax. The Little America Hotel is located at 500 S. Main Street, Salt Lake City, UT, 84101.

For more information you may go online at www.nictesting.org or email Debra Norton at debranorton@sbcglobal.net or by phone at (501) 227-8262.

Make plans to attend
NIC'S ANNUAL CONFERENCE







State	Tuberculocidal	Required only for blood/body fluid	Barbicide Plus ONLY	CE	Grade	
Alabama	Yes – Blood Only	Yes	No		C	BB and BB+ (Immersion Only)
Alaska	No	NA	No		D	Sterilization only
Arizona	Choice	NA	No		B	BB, Wipes, Spray
Arkansas	No	NA	No		B+	BB
California	No	NA	No		B	BB
Colorado	No	NA	No		A+	BB, Wipes, Spray
Connecticut	No	NA	No		F	Any-Unregulated
Delaware	No	NA	No		C	Any-Unregulated
D.C.	No	NA	No		C	Any-Unregulated
Florida	Yes – Blood Only	Yes	No		C	BB and BB+
Georgia	No	NA	No		B	BB (immersion only)
Hawaii	No	NA	No		F	Cannot find
Idaho	No	NA	No		C	Any-Unregulated
Illinois	No	NA	No		F	Cannot Find
Indiana	Yes – Blood only	Yes	No		C	BB, BB+ (immersion)
Iowa	Yes	NA	Yes		D	BB+, Wipes
Kansas	Yes – Blood Only	Yes	No		C	BB and BB+, Spray (see notes)
Kentucky	No	NA	No		D	Unclear
Louisiana	No	NA	No		B	BB, Spray, Wipes
Maine	No	NA	No		D	BB
Maryland	No	NA	No		F	Cannot Find
Massachusetts	No	NA	No		F	BB
Michigan	No	NA	No		C	BB
Minnesota	Yes	NA	Yes		D	BB+, Wipes
Mississippi	Yes – Blood Only	Yes	No		B	BB, BB+, Spray, Wipes
Missouri	No	NA	No		B	BB, Spray
Montana	No	NA	No		A	BB, Spray (see notes)
Nebraska	Choice	NA	No		B	BB, Spray, Clippercide
Nevada	No	NA	No		C	BB, Clippercide
New Hampshire	No	NA	No		C	BB, Spray, Wipe, Clippercide
New Jersey	Yes	NA	Yes		D	BB+, Wipes
New Mexico	No	NA	No		C	BB, Wipes, Spray
New York	No	NA	No		D	Any- Unregulated
North Dakota	No (electrical only)	No	No		C	BB, Spray, Clippercide
North Carolina	No	NA	No		B	BB
Ohio	Choice	Yes	No		B	BB(immersion only)
Oklahoma	Choice	No	No		C	BB, Spray, Wipes, Clippercide
Oregon	No	No	No		C	BB, Clippercide
Pennsylvania	No	No	No	D		Any-unregulated
Rhode Island	No	NA	No	B		Any-unregulated
South Carolina	Choice	NA	No	C		BB (immersion only)
South Dakota	No	NA	No	B		BB, Spray
Tennessee	Yes – Blood Only	No	No	D		BB, BB+
Texas	No	NA	No	C-		BB, Spray, Wipes
Utah	No	NA	No	F		Cannot Find IC
Vermont	Yes	No	Yes	C		BB+ (immersion only)
Virginia	Yes	No	Yes	D		BB+ (immersion only)
Washington	No	NA	No	B		BB (immersion only)
West Virginia	No	NA	No	C		BB (immersion only)
Wisconsin	Yes- Plastics	No	No	D		BB, BB+, BB Spray
Wyoming	No	NA	No	B		BB (immersion only)

Update 0811

Choice: Statute reads Hospital Grade HIV/HEP disinfectant OR Tuberculocidal

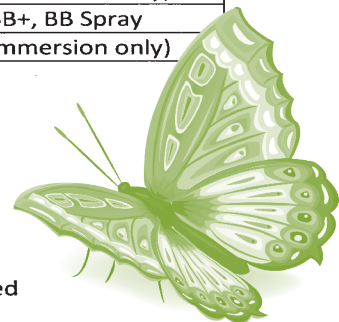
BB: Barbicide Concentrate

BB+: Barbicide Plus

Wipes: Barbicide Wipe expressly allowed

Spray: Barbicide Spray expressly allowed

Any - Unregulated: Any products allowed – do not use Barbicide Plus unless expressly required



So often it is confusing to those in attendance at our meetings when we use so many acronyms that are too often not well explained. Hopefully this would eliminate some of the questions.

With so many states having to face the possibility of deregulation either in segments or in an entirety of license, Shawn Conder from Utah led the discussion on these issues and what we as professional leaders can do or possibly should do.

Leslie Roste from Barbicide/King Research enlightened us a little bit more on Health and Infection Control Issues. We're hoping to have more time in August for Leslie to share with us the things we as STATE REGULATORS need to address for Public Protection with all of the new infections on the horizon. Leslie is going to help us understand exactly what is needed in Sanitation Laws and Rules.

We had the usual awesome support for Breaks from OPI, PCS and Lunch Complements of Super Cuts

Saturday afternoon we had Steve Colarusso, from Arizona share with us a better understanding on how to approach and talk to Legislators. He used three letters to relate to E R S.

E = Educate. Educate the Legislator, the Public, and the Professionals. If we don't tell them and teach them that we are important, that what we do is important, and believe in it ourselves, it will not be understood.

R= Recruit. After educating the Legislator-Recruit them to help us teach and educate others. Recruit the help of the support companies within our industry. If the manufacturers are brought on board to help, they become more aware that if we are helped it helps them.

S= Support. Support the Legislators that support us. They all face re-election regularly, and if they understand that if they support us because what we do, being licensed, protecting the public- we in turn will support them because of what they do is right also.

Andrea Bleadsoe from PCS shared information on developing a National Data Base of candidates/ licensees. Is it needed? If so, what information is needed to be accessible. What would the States responsibility be? How would having the ability to tap into a bank of information such as this help you or your licensee?

Robyn Bearneau, License Administrator from Florida shared with us how the State of Florida has developed and set up their Continuing Education Program. The State has on file a list of around 150 providers that they have researched and approved to provide different types of CEUs.

The licensee chooses a CEU program, signs up, pays the necessary fees, upon completion of the course, the provider sends the information to the State Offices via electronic transmission, so it is all filed to each licensee's record. They have had a reasonable amount of success, and as with much that is done, it's subject to change as needed. Just because a provider has been approved, they are not 'set for life', they can be as easily as not removed from the list for infractions.

Tracy Smith, Region II Director from Alabama, talked with us and explained how her state handles training their inspectors. However it is kept pretty confidential, and the Board is not privy to the exact training program. After an individual has taken the training process, and are certified to be qualified, their name is placed on a "RANDOM" listing and are picked and contacted when there is an opening.

Sunday Morning Pivot Point sponsored our Breakfast and reminded us that 2012 is their 50th Anniversary year. Congratulations to the Passage Family and the Pivot Point Family.

Peggy Moon, NIC Past President and Pivot Point Education Liaison, did her usual great presentation of Pivot Points latest.

Dana Anderson Pancoe from SMT Schroeder Measurement Technologies, our test development partner, discussed the process of Examination Development, from item writing, to the purpose of qualified SMEs (Subject Matter Experts) from several areas of the country, and the costs involved in the process. The importance of properly trained Raters/Examiners, and ACCOUNTABILITY for Administrators of the Examinations. Does everyone really recognize the seriousness of the Examination Process?

One of Past President Jackie Dahlquist's "Pet Projects" is the NIC Web Site. She has been constantly working on the website. Jackie and Gerard McAvey, from Milady put their heads together and with Jackie's tremendous knowledge of NIC and Gerard's talent and computer abilities, developed a brand new site that we were privileged to have pre-viewed on Sunday afternoon. This is said to be a 'work in progress' and can be

'tweaked' and changed/up-dated as needed. Gerard is quite the 'TECHNO-GUY' and with Jackie's keen eye, make quite a team.

Shawn Conder, a Tattoo and Body Art specialist, helped to facilitate a good and healthy discussion on the need to examine "Body Art" /"Tattooing" and "Body Piercings". Charles Householder Jr, from Kansas, a professional in these fields added some insightful perspectives and recognition of the definite need to examine these practices, and be more proactive in public protection, recognizing that the skin is penetrated with needles and dyes.

Concluding the meeting, Marti Frasier, Region IV Director presented information on Verifying Foreign Education Hours. Stressing the importance of the Candidate needing to be responsible to have their documentation verified and certified as real, true, and accurate. Having the seals and signatures verified as real and not fraudulent.

Having a "Professionally Trained" and "Certified" Technicians review the documentation and verify the validity is a protection for States and Boards in different ways. First of all there is no Financial responsibility to the State, the candidate is required to contact an approved Credentialing company, provide all pertinent documents, as required by the company, and pay the fee up front. Boards may request that the report be sent directly to them, or the candidate provides the 'Notarized' report to the Board. Most of these companies have access to certified linguists in many languages available. They also have updates listings as to which countries requiring "Proper" schooling, and/or licensure. There are still many south European countries, Eastern European countries, Baltic countries, areas such as Africa, South American, ect., that require no training or licensure.

Lastly, and definitely not the least is the legal defensability is much greater when a certified company makes the decision. You just cannot cover yourselves enough in a society where 'Law Suit' is like a byword.

This also eliminates the "opening" for individuals that feel that they know 'All they need to know - they have done this all of their lives - and they 'Do Every Body's Hair' in their kitchen any way!

We had such a good response from those in attendance. We hope to have many more members join us in Salt Lake City, Utah in late August.

Conference Speaker

CLiC International will host Geno Stampora as the keynote speaker at the NIC Conference in Salt Lake City. Geno is considered an industry expert and business guru. Be sure you attend the NIC Conference so you can hear his remarkable presentation.

CLiC International presents... Geno Stampora

Geno Stampora and his work have been featured in Modern, American, Salon Today, Nails, Nailpro, Dayspa, Launchpad, and almost every salon and spa trade magazine. You can also find articles in Glamour, Elle, The New Yorker, Washingtonian Magazine and others. He is considered an industry expert and Business Guru.

He has made a major contribution to the beauty industry in many ways. He has owned, managed, and worked behind the chair in his collection of salons. He has owned two beauty academies', where he also instructed. Geno has been a distributor and sales consultant to salons, a major platform artist, and has shared the stage with the world's greatest artists.

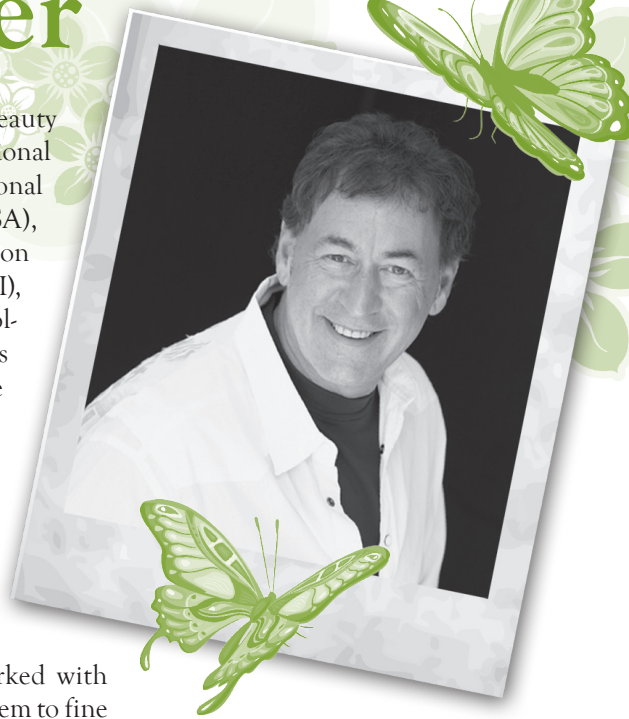
As an, industry expert, and speaker, Geno has consulted with many manufacturers. He has educated industry artists and sales people all over the world. He has coached the winning teams in beauty. He has and continues to be a keynote speaker, contributing artist, and consultant to the industry's finest

teams, such as: Professional Beauty Association (PBA), and International Beauty Systems (IBS), International Chain Salon Association (ICSA), National Cosmetology Association (NCA), Cosmoprof (formerly BBSI), Intercoiffure, Chicago Cosmetology Association and America's Beauty Show (ABS) (formerly the Midwest Beauty Show), North American Hairdressing Awards (NAHA), and more.

As a coach and image consultant, as well as In Salon Educator, Geno has trained thousands of salons professionals worldwide. He has worked with groups large and small helping them to fine tune and refine their ability to grow. He has been named as a strong force in the success of thousands of beauty professionals. The industry's finest salons use Geno frequently as a Guest Artist and Salon Trainer helping to keep them on the cutting edge.

Geno is co-author of CLiC's SUCCESS DYNAMICS, a beauty academy textbook focused on the required soft skills of communication, business, retailing, and salon client relationships needed to be successful.

He has created two of the best selling CD'S in the industry, ADVENTURES IN CREATIVE HAIRDRESSING, and ACHIEVING SALON SUCCESS. Geno also



serves on the Advisory Board for Nailpro Magazine. Geno continues to contribute to beauty by being an outstanding example, role model and keeping the "creative juices" of beauty professionals flowing everywhere he goes.

In 2009 Geno was inducted into the... North American Hairstylists Awards HALL of LEADERS one of only 22 Beauty Professionals ever inducted! www.genostampora.com

Aurie J. Gosnell Scholarship

Cosmetology student applicants wishing to apply for the Aurie J. Gosnell Scholarship may apply between March 1, 2012 and June 1, 2012. For more information on how to apply and get an application form go to the NIC website at www.nictesting.org and download the home page for policies and procedures for the administration of the scholarship and application form.

The award of (4) one-thousand two hundred fifty dollar (\$1,250.00) scholarships will be given. This award is given annually in memory of Aurie J. Gosnell.

For more information please contact Debra Norton at (501) 227-8262 or debranorton@sbcglobal.net.



Bulletin

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New Addresses Needed!

by Lois Wiskur

Are you part of the “bad address” syndrome that counts for the return mail of the NIC News Bulletin which goes back to the sender, which is me? Out of the number of issues mailed out each time, I receive back at least 15% due to address changes.

There could be some important information you may be missing if we don’t have a current address for you. A lot of the time we hear “how come no one told or notified me on what new issues states are having.” The mailing list used has the address that you personally provided your agency or NIC. I realize state mail sometimes is never forwarded to the person who’s name is on the material. A



simple piece of information (new address) could certainly prevent confusion and expense when trying to seek the new address.

So if you have an address change, please notify me or Debra Norton. Hope you see the importance of a simple little item like address changes.

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