

Is Regulating a “Fishy” Business Possible?

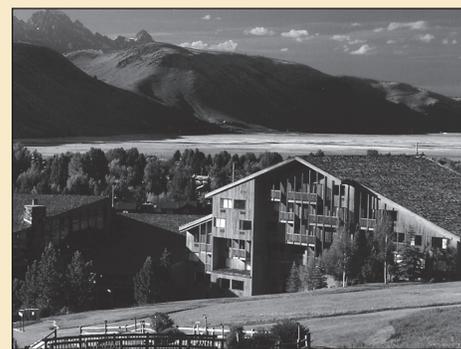
Recently a national broadcasting company interviewed a nail salon owner from Virginia who has been offering the services of a “fish pedicure” in his salon. This type of service could lead to skin/esthetics care, body massage as well as the foot pedicure. It is leaving nail care professionals questioning if this is a latest fad in the area of spa treatments that has hit the market of the ordinary client.

The small fish are little tiny carp that nibble away at the dead skin on the feet of the client. The client dunks their feet in a small tank filled with water with an average of 100 of these small carp, called “game rufa” swimming around ready to nibble the immersed footies.

The question raised is “how is the safety and health of the client being protected?” What allows our state regulatory agencies to become involved by imposing their enforcement on the salons from performing such services without following the proper and total disinfection requirements as required by the state’s statute?

Many states have no language in their statutes that addresses such services nor even mentions if any type of mammal animal or aquatic animal is allowed on the premises other than a service dog. Without this type of encompassing statute, it brings up the question “what can we do?” Since the state of Virginia had no regulatory authority for “fish pedicures” the county health department in Fairfax County is regulating only the individual tanks that are used to put the feet in, according to the interview.

This topic will be among the topics for discussion at the NIC Conference in Jackson Hole, WY. If your state has any information that they are willing to share concerning the “fish pedicures”, please bring the information with you to the Conference or contact the Bulletin Editor at (605) 224-1661.



Jackson Hole Ready to Welcome NIC Regulators

The NIC Annual Conference will be held in Jackson Hole, WY on October 25-27, 2008 at the beautiful Snow King Resort that is surrounded by a breathtaking view of the Grand Tetons. This will be where the regulating members of State Boards of Cosmetology from all over the country will assemble to share with each other the most current ideas relative to the administration of cosmetology laws and examinations.

The educational program is truly outstanding and is composed of much needed practical materials to benefit all members and states. The event begins with a pre-board meeting following with an educational program and climaxes with the installation banquet.

The prospectus of the program will be meaningless and valueless if the members do not attend the Conference. No progress can be made unless all members are determined and sincere in their desire and determination to advance and move forward to help carry out NIC’s plans and projects. Let us join in a united effort to be progressive in our thinking, progressive in our planning and progressive in our action. You, the members, play an important part

continued on page 3



Larry Walthers, member of the NEC security team was in Pierre, South Dakota to observe the administration of the security of the NIC written and practical exam at the Board’s exam site. Board examiners with Walthers are Nora Slykhuis, Lois Porch and Jackie Dahlquist.

NIC 2007-2008

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Ear Candling or Coning

Leave the candling to eggs and wine!

The Arizona State Board of Cosmetology has made available the following information on candle waxing to licensees.

1. Federal Drug Administration (FDA) (CDRH), classifies the ear candle as a Class III device which is specific to medical use however no actual manufacturer or production found of the device itself has been approved. 2007
2. Licensees within the jurisdiction of The Arizona State Board of Cosmetology (AZBOC) would be in violation for using procedures not approved by the FDA and by using Class III devices which are beyond their scope of practice. R4-10-112 (T) (3) the establishment shall comply with federal and state requirements and R4-10-112 (M) (2) Product shall be used only in a manner approved by the FDA.
3. Everything must be done for “cosmetic purposes” pursuant to ARS 32-501 (i.e., for purposes of beautification). Our research of ear candling shows that the purpose is to remove wax and debris from the ear canal which is not for beautifying.
4. It is not part of any AZBOC licensed school curriculum. Cosmetology schools do not teach maintaining ear health.

5. From a health stand point we have reference to several studies which indicate possible damage and harm caused by the device and procedure. There are also necessary medical assessments which our licensees are not qualified to do.

The Practice or device is clearly not used by traditional medicine practitioners and seemingly it would be a violation of the FDA because the devices are unapproved. The stated purpose of candling is wax removal which is in conflict with the purpose of wax in the ear. Also many studies show that the candle fails to remove wax. Studies also indicate failure to make appropriate medical assessments may result in serious harm to individuals.

A few links are below:

www.fda.gov

<http://www.fda.gov/cdrh/devadvice/313.html>

http://www.fda.gov/ora/fiars/ora_import_ia7701.html

http://en.wikipedia.org/wiki/Ear_candling

<http://altmedicine.about.com/cs/govtregulation/a/EarCandle.htm>

<http://en.wikipedia.org/wiki/Earwax>

http://www.quackwatch.org/01_QuackeryRelated_Topics/candling.html (pg 3 dangers reported)

“The power of our example rather than the example of our power.”

by President William J. Clinton

Administrators Finalize Program

Board administrators have finalized their educational program for their meeting that will be held on October 24, 2008 in Jackson Hole, WY in conjunction with the Annual NIC Conference.

During this time, there will be a sharing of their time and resources with each other. The planned packed program

will be covering a multitude of topics. A cracker barrel session will conclude the program with topics on “Fish Pedicures”, “Sugaring and Threading Regulations” and “A Paperless Office.” These will be a few of the presented topics to be discussed. There certainly will be no cobwebs nor collection of dust when these administrators get together.

Memories

From Aurie Gosnell



Recently, where I live, I attended a series of visioning meetings. At each meeting several groups of residents gathered to discuss how we see ourselves as a person, what our strengths are and how we would describe ourselves to people we meet. It was enlightening to share our opinions and really listen to each other.

One of the most challenging exercises was to write down our age then add 12 to it and later add 25. For a young person this won't be a problem going from 35 to 47 or even 60 isn't too scary. But for most of us older than 70 it was a real shocking reality.

It changed some of our future ideas of planning, realizing that our needs and the needs of the rising numbers of baby boomers all are factors to consider in this futuristic visioning process.

We talked about the amount of information that comes to us every day through the newspaper, TV, radio, cell phone and for most of us the internet. In fact, I learned that over 54 percent of the older than 50 crowd are online. Trying to vision how the continuation of this new information age will affect the future can become mind-boggling. If this information input changes as much in the next 10 years as it has in the past 10 years, how will that not only transform how we live and work but also my only stepchild NIC?

Now you all know where my thoughts were and what I was thinking about. As the exciting conversations continued, it was difficult, as I tried to vision in my mind what will NIC be like in 2020 or 2030. Some of the visioning I did was practical and much was idealistic since I was having a difficult time determining the future of NIC based on it's current proviso. What will be the major issues in America and the world? Will our environmental problems get better or become devastating? Will there be a water shortage? How will our energy needs be dealt with? What will our health care system be like? The questions made me wonder if

any of the issues will have an effect on our profession, our state boards and NIC and its future.

Sitting there thinking, made me realize that one of the reasons why NIC exists today was because of our vision of a national exam. It was this vision that I whole heartedly pursued. I was assisted by O. Wayne Corley with special support from the South Carolina Governor's office which made this possible a long time ago in helping us with the idea of a national test. We didn't have any money and each year we would always be lost trying to come up with new ideas on how to make some money for the organization. We always worried that the states didn't have enough money for travel, meaning that no one might come to the meetings nor could we depend on them. It all started I remember when I first came on the South Carolina Board and the very first day I got put into the exam room. I failed everyone because being a salon owner I thought they didn't know what they (the students) were doing because they all weren't doing the same thing. Then I realized that they were only doing their own thing without any uniformity in what they should be doing. I kept having thoughts that something had to be done to make the states have some type of uniformity and to establish some goals for reciprocity so every state would be doing the same thing. The vision I had was having a National Testing program and when I was able to convince the NIC membership to approve of the idea of a test, the vision was put into motion making it become a reality. That vision from the past has made us what we are today and is giving us a bright future.

Many of us envision a lasting future in which our testing program will be particularly involved in total mobility among the states with NIC interested in helping the state boards keep their legislative authority they are given.

The meetings created a thought provoking time. I was reminded again how often we get so hung up on dogma and interpretation and finding fault with each other that we forget to vision ourselves and the main message is to love our neighbor as yourself. Sometimes, that is too simple, isn't it?

I'm reminded of a song that Bob Dylan sang in the 60's, "The Times They Are A Changin'", it is even more true today than it was then.

*Your old road is
Rapidly agin'
Please get out of the new one
If you can't lend your hand
For the times they are a-changin'.*

*The slow one now
Will later be fast
As the present now
Will later be past
The order is
Rapidly fadin'
And the first one now
Will later be last
For the times they are a-changin'.*

State Happenings

Montana - Shane Younger has replaced Anita (Andy) Verbanac as Board Administrator for the Montana Board of Barbers and Cosmetologists.

Shane had worked prior for two years as an application specialist for the regulatory department. NIC would like to welcome her to her new position.

Andy has resumed full military status with the Montana Army National Guard.

JACKSON HOLE... CONTINUED FROM PAGE 1

in helping chart the course of the cosmetology profession to its rightful position as a leading vocation in this country.

This is a time to openly share ideas, so don't forget to bring with you materials that could help other states benefit in their administration.

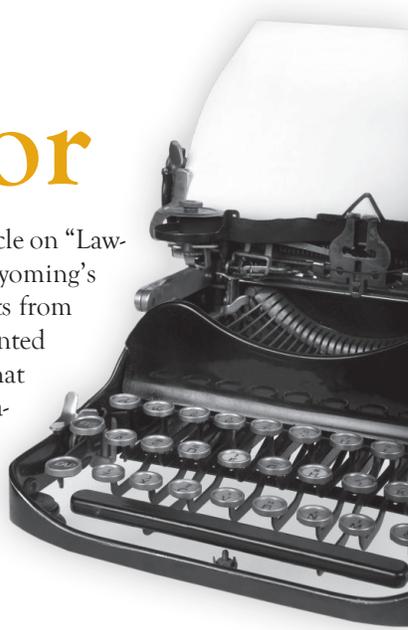
See you all in Jackson Hole.

Notes From The Editor

In the July/August issue of the NIC Bulletin an article on “Lawful Presence” was featured. Betty Abernethy, Wyoming’s Board Administrator has received numerous contacts from other board offices on how Wyoming had implemented the program into their State Law. This is a subject that will be among the topics presented to the Administrators during the NIC Conference in Jackson Hole, WY. States that have gone through the process of implementing the “Lawful Presence Act” into their state statute and would like to share their information please bring whatever information you have to the Conference.

As you notice, a new feature has been added called “What Do You Think...” If anyone wishes to participate by being part of the contact person list, please let me know or you may sign up at the Conference. New subjects will be picked for each newsletter with a random pick of participants.

Lois Wiskur, Editor



Know Your Officers

Jackie Dahlquist
Vice President



1. **How long have you been a member of your board and what part of the profession do you represent?** 17 year member, Cosmetology member
2. **What inspired you most for wanting to be a board member?** I wanted to be more involved, and I believe in regulation of our profession.
3. **How long have you been an NIC officer?** Five years.
4. **What offices have you held and what experience did you gain from each office?** Region 3 Director (2 yrs): Allowed me to work closely with all the NIC members in the states in my region. It let me know what is important to each state. Networking is invaluable. Sec/Treas (2 yrs): I fully realized the “Where & How” NIC earns and spends its money. Vice Pres (1 yr): Even though I already felt I really understood NIC, this position increases the learning curve.

It is exciting to be involved with the Nuts & Bolts committee:NEC. It is interesting to be aware of how all the factions of NIC fit and work together.

5. **What has been your most challenging part of being a NIC officer?** Making the best decisions that affect all the state boards. Also understanding the entire testing program and the NEC committee.

6. **What other activities are you involved in that had helped you prepare to be an NIC officer?** Every part of life is preparation for being an NIC officer. Not only from my work experience in the salon, as an instructor, salon manager and owner, but also as President on my own commission. Membership with Zonta (international business womens organization) and Working Against Violence has increased my awareness about what is really important in the big and little things in life. I helped people who cannot help themselves and gave them skills to get better. A City Councilman is similar to NIC. You make decisions as a representative of each individual, but also are responsible that ensures that the entity as a whole stays functional. It takes integrity--to realize it's not just your opinion that counts--you compromise and negotiate for the good of all.

7. **What area or other areas do you see NIC strongly focusing on in the future?** One of the focuses will be to find different avenues to help increase better mobility for licensees. I think we may see the need for more enforcement for infection control.

Did You Know?

That using hair dye on eyebrows or lashes was actually prohibited since 1938 when Congress passed the Food, Drug and Cosmetic Act after one woman died, another became blind and many others had allergic reactions to a product called “Lash Lure.” The law is still in effect 70 years later – it prohibits the marketing of hair dyes for eyebrows and lash tinting or dyeing.



Newsletter Contest

Once again NIC will be having a state newsletter contest at the Annual Conference in Jackson Hole, WY.

Newsletters will be judged on the criteria used, including: layout and design of pages, articles relevant to the industry, effectiveness of headlines, graphics, clarity and correctness.

The category of Single Page Newsletter will be added again this year for the states that only have a single page newsletter.

Everyone is encouraged to bring their state newsletter with them to the Conference so it can be entered into the contest. Awards will be given for first, second and third place winners.

If information is needed please contact (605) 224-1661.

Lois Wiskur, Editor



What Do You Think?

Subject: “Threading” – also known as “banding” is a method of hair removal using looped twisted cotton strands of thread.

Susan Rineer, School Instructor/Board Member, Pennsylvania: At the school level in the state of Pennsylvania it is not being taught. I can see people doing it once but not again and it growing slowly in popularity. People find it less abrasive than waxing.

Becky Brockmann, Cosmetologist/Board Member, Iowa: It’s been part of several discussions of concerns with the sanitation of it. Need to study it more for its good points. New terminology needs to be put in sanitation rules. Maybe it will become popular, new for the client and in the limelight for a while.

Melanie Thompson, Nail Tech/Board Member, South Carolina: Don’t know enough about it. It intrigues me and I would like to know more about it. It will maybe come in as a trend if enough participate, it maybe will stick around for a while.

Veda Traylor, NIC Past President/Electrologist, Arkansas: I don’t think it should be allowed. It takes a skill to do it and it is not taught in the cosmetology schools nor examined on. It is not a part of our law nor the NIC National Exam.

Marti Frasier, Cosmetologist/Board Member, Utah: I’m not familiar enough with the procedure to render a qualified opinion. To the best of my knowledge in our area it’s not being practiced.

Max Martinez, Salon Owner/Board Member, New Mexico: I’m not familiar with it nor are my salon employees. We know nothing about it.

Kraig Bohot, Communication Coordinator for Oregon Health Licensing Agency, Oregon: To comment I would first need to see if it fits into the Oregon scope of practice for temporary hair removal. To be more knowledgeable about it, I would have to see it demonstrated and what specific method is used.

Sue Sansom, Director of Arizona State Board of Cosmetology, Arizona: Arizona does recognize it in their scope of practice and it is being taught in the schools. It is non abrasive and natural in nature.

Jeri Betts, Board Administrator, Maine: It appears to be within the scope of practice in Maine. I’m not aware of any inquiries that have been reported in the state, nor if it is even being practiced in the salons.

Peggy Moon, NIC Past President, Pivot Point International Regulatory Liason: Because of a nation going green now, this natural method is so new in our area that it really needs specialized training. It is not really taught in basic training, just touched on in esthetics training. Concerns are if proper sanitation is used and if salons are doing it. It needs special experts with special training to be able to do the procedure accurately.

NIC Nail Tech Job Analysis Survey

Once again NIC is requesting all licensed Nail Techs to assist in the review and updating of the NIC Nail Technology/Manicuring Examination by completing the Nail Tech Job Analysis Survey. The Survey can be found at the following web site:

[HTTP://WWW.SMTTEST.CPIVI/NICNT08SURVEY/](http://www.smttest.cpivi/nicnt08survey/)

You will need a functioning e mail address to gain access to the survey. You need to respond to each individual task as to your opinion of its importance to be included in the NIC Nail Tech Examination.

The survey will be available September 8, 2008 through October 20, 2008. if you have any technical problems associated with taking the survey, please contact Schroeder Measurement Technologies at (800) 556-0484 extension 217 8 AM to 5 PM (EST) to speak with a technician.

NIC is offering four \$75 Cash Prizes at the conclusions of the survey. To be eligible to receive one of these prizes, you must enter the following information in the fields provided at the end of the survey:

- First initial and last name
- Telephone number
- E mail address

The above information will be used for the sole purpose of a random drawing for the cash prizes.

NIC would like to thank you for your participation in our survey which will provide NIC with your extremely valuable opinions on the various procedures that should be included in the NIC Nail Technology examination.

NEC Committee

Will Segment of License Affect State's Mobility?

With today's millennial generation preferring a more flexible mobile society, it has persuaded State Boards to take a look at a whole new concept of licensing by providing different segments for licensure. Some of the State Boards have already taken the approach of offering a full menu by having a separate license for each different phase in the cosmetology field. This allows the student/practitioner a choice when selecting from the ala carte menu when they enroll in cosmetology school or take the required exam. This has also allowed more individual choices when practitioners practice cosmetology even though the choices limits them to only one phase of the profession.

As states are joining this National trend towards the individual practice for licensure, will this be enough to still meet the requirements that states have when licensee's apply for mobility or endorsement for a license? Nevada was one of the first states to offer a "hair design" license.

The individual fields of practice are all cosmetology related courses that are fragmented into separate segments such as "hair design", "nail technology", "esthetics" and "barbering." This allows separate choices that one can have if they wish not to take a complete cosmetology course that would include all the phases with the exception of barbering.

Today, boards are being confronted when a licensee is trying to relocate to another state which only offers a full cosmetology course along with a separate nail or esthetics course. States not offering a special "hair design" license cannot recognize the hair design course that does not include all the phases of hair, nails and esthetics. Unless the licensee goes back to school to pick up the other phases in that particular state, they could then become eligible to meet the requirements for mobility/endorsement to become licensed.

With all the different requirements from each state, it can get very confusing. The bottom line is when a student enrolls in cosmetology school, they should be encouraged to take a full cosmetology course if possible then this would allow them the flexibility to go from one state to another to work and be eligible for total mobility/endorsement for licensure. This would also be the same for nails or esthetics.

States are looking at the industry trend towards the specialization of a "one field of practice" license which would allow individual practitioners more flexible mobility/endorsement.

NIC currently offers a special "hair design" exam for states who test in "hair design." This method of offering a special exam for licensure has helped in clearing up a lot of confusion when the state offers the different segments for licensing.

Regulatory Compliance Safety and Health Protection Education Offered

More states are starting to develop special health and safety educational classes for the licensees who are cited for being in violation.

South Dakota is one state that has implemented a protection course that licensees must take when in violation before they can continue to be licensed. The contents of the course illustrate how to protect the health of the client along with the health of the licensee. It outlines how to prevent an infectious outbreak by practicing all safety procedures and the infection protection procedures that are required by law.

Oregon has also developed a seminar that all licensees, who are cited for health and infection control violations, are offered the opportunity to attend. If they attend the seminar, they will not have to

pay the civil penalties associated with any current/active citation before the licensee attends the seminar. Upon completion of the seminar, licensees will have the health and infection control violations associated with the current/active citation expunged from their record.

The state of Arizona offers a similar program that has been long-standing for over fifteen years where the general public is invited to sit in on the classes along with the licensees. Currently Arizona is partnering with Milady to do an online program. Eventually a program will be available for the industry through Milady.

Colorado offers a seminar that the licensee in violation must attend to obtain back their license. The Colorado Cosmetology Schools teach the seminar program as part of the curriculum for their students. Any licensee

wishing to attend the program may do so even if they don't have a violation.

Wyoming offers a settlement agreement with the licensee in violation that includes that they must acquire some recommended courses in health safety and infection control.

States are reviewing their inspection procedures, rules and statutes that apply to the health and infection control to assure that the proper guidance is given when maintaining voluntary compliance.

If your state has a program, please contact the Editor of the Bulletin or bring the information to the Conference in Jackson Hole, WY.

2008 ANNUAL CONFERENCE

SNOW KING RESORT – JACKSON HOLE, WYOMING

“Regulation In The Rockies”

THURSDAY - OCTOBER 23, 2008

9:00 a.m. – 5:00 p.m.

NATIONAL EXAMINATION COMMITTEE MEETING

6:00 p.m. – 9:00 p.m.

BOARD ADMINISTRATORS' DINNER/MEETING

FRIDAY - OCTOBER 24, 2008

7:30 a.m. – 5:00 p.m.

BOARD ADMINISTRATORS' MEETING

9:00 a.m. – 4:00 p.m.

EXECUTIVE BOARD MEETING

1:00 p.m. – 4:00 p.m.

CONFERENCE REGISTRATION

5:00 p.m. – 6:00 p.m.

NEW MEMBER ORIENTATION

6:30 p.m. – 8:00 p.m.

WELCOME RECEPTION - Sponsored in part by OPI

SATURDAY - OCTOBER 25, 2008

9:00 a.m. – 10:15 a.m.

BREAKFAST - Sponsored by Super Cuts - Opening Ceremonies

10:30 a.m. – 11:00 a.m.

GENERAL SESSION/Call to order

Roll Call of states

Presentation & Approval of conference rules

Approval of Conference Agenda

Approval of 2007 Conference Minutes

Committee Appointment: Nominating

Books to Audit Committee

Presentation of Election Procedures

President's Report

11:00 a.m. – 11:15 a.m.

Introduction of Education Chair

Overview of Education Program - Richard DeCarlo, Education

Committee Chairman

11:15 a.m. – 12:45 p.m.

“Why Do People Do What They Do?” - Dr. Marla Sanchez, CEO

Spectrum Development - Sponsored by PCS

1:00 p.m. – 2:15 p.m. - Lunch - Sponsored by Ultrionics

2:30 p.m. – 3:15 p.m.

“Cut It Out” Program on Domestic Violence - Jeri Linas, NCA Cares

Program Director

3:15 p.m. – 3:30 p.m. - Break

3:30 p.m. – 4:30 p.m.

“Liability & Risk Reduction for the Esthetician” Charting, Liability

Insurance and Public Safety

Jesse Cormier, Executive Director, Associated Skin Care Professionals

5:00 p.m. – 6:00 p.m.

Reception - Sponsored by 360 Training

SUNDAY - OCTOBER 26, 2008

8:00 a.m. – 9:15 a.m. - BREAKFAST - Sponsored by Milady

9:15 a.m. – 9:30 a.m. - Call to Order - Roll call of states

9:45 a.m. – 11:00 a.m. - BREAKOUT SESSIONS

1. “National Testing” - Kirby Morris, NIC Director of Marketing

2. “Rule Making 101” - Kay Kendrick, NIC Region I Director

3. “Pros and Cons of a Combined Board” - Darla Fox,
Director MO Board

4. “Bloodborne Pathogens” - Scott Lindblom, Campbell County
Board of Health

11:15 a.m. – 12:30 p.m.

Education Program - REPEAT of Breakout Sessions

12:45 p.m. – 2:00 p.m. - Lunch - Sponsored by Pivot Point

2:15 p.m. – 3:15 p.m. - Nominating Committee Report

“How to Make Proper Decisions as a Board Member”

Kimberly Grinston, MO Board Attorney

3:15 p.m. – 3:30 p.m. - Break

3:30 p.m. – 5:00 p.m. - Election of Officers - Financial Report

Committee Reports: Audit, Budget

2009 Conference Report - Kinley

7:00 p.m. – 11:00 p.m. - Dinner/Dance (Costume Party) - Sponsored
by King Research

MONDAY - OCTOBER 27, 2008

8:00 a.m. – 9:00 a.m. - Breakfast - Sponsored by JC Penney Salons

9:15 a.m. – 9:45 a.m. - GENERAL SESSION/Call to order

Roll Call

Committee Reports: Honorary Membership, Conference Site

9:45 a.m. – 10:30 a.m. - “Laser Technology and Current Practice Regulations”

Carlotta Veasy MSN, FNP-BC, AMERP-C

10:30 a.m. – 11:15 a.m. - “Examination Security” - Gregg Colton,

Colton and Associates, Inc.

11:15 a.m. – 11:30 a.m. - Break

11:30 a.m. – 12:15 p.m. - “Continuing Education - Pros and Cons”

Eddie Jones, Director SC Board

12:30 p.m. – 1:30 p.m. - Lunch - Sponsored by DL Roope

Administrations, Inc.

1:45 p.m. – 2:30 p.m. - “Health and Safety - Updates and Current Issues”

Sue Sansom, Director AZ Board

Wrap-up Education Committee

2:30 p.m. – 3:00 p.m. - Unfinished Business; New Business;

Resolution; RECESS

3:30 p.m. – 4:00 p.m. - NEC Meeting

4:00 p.m. – 4:30 p.m. - Executive Board Meeting

6:30 p.m. - Cash Bar

7:00 p.m. - Banquet

7:45 p.m. - Installation of officers

9:00 p.m. - Adjourn

Make plans to attend
NIC'S
ANNUAL CONFERENCE

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October 25-27, 2008
Jackson Hole,
Wyoming

Bulletin

Published five times a year, the NIC Bulletin is the official newsletter of the National Interstate Council of State Boards of Cosmetology, Inc., 7622 Briarwood Circle, Little Rock, AR 72205.

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Printed by Curt Merriman Printing, Inc.
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Major costs incurred in the preparation, printing, and mailing of the NIC Bulletin are underwritten as a service to the cosmetology industry by Milady.

Latest Fraudulent Activity: Rent/Lease a License

Renting a license or leasing a license seems to be a new trend in the violation field that boards are becoming aware of.

When a young graduate holds a current active cosmetology/nail tech license and doesn't work in the profession, what better way to make a little extra money by renting or leasing their current license to a non-educated individual who wishes to practice in the profession without ever attending any type of cosmetology school. This is happening in some states.

The individual who owns the license apparently does not realize the jeopardy they put themselves in plus their personal license. Not only would someone else be working under the licensee's name but what about

state and federal taxes. The licensee has everything to lose when trying to make a few extra dollars. In one state the license number that the department uses when issuing the license, the lessors are trying to use it as their social security number. This could really get to be complicated for the original license holder.

Schools need to be teaching the students on what the consequences of the violations are when they put their personal lives and livelihood in the fraudulent activity that they are participating and allowing such violations to happen.

A follow up on this subject will be done later as more material and information is gathered.

Reminder

Just a reminder to everyone to please make sure that your pre-registration has been paid and that your hotel reservations are made for the Annual NIC Conference in Jackson Hole. Looking forward to seeing everyone soon.

Anyone needing conference information call (501) 227-8262 or email debranorton@sbcglobal.net.

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