



Proponent Testimony on HB 189
Before the
House Government Accountability and Oversight Committee
By the
Ohio Salon Association
On
May 22, 2017

Chairman Blessing, Vice Chair Reineke, Ranking Member Clyde and members of the House Government Accountability and Oversight Committee thank you for the opportunity to provide proponent testimony on the cosmetology reforms contained in **HB 189**, jointly sponsored by Rep. Kristina Roegner (R-Hudson) and Rep. Alicia Reece (D-Cincinnati). My name is Tony Fiore and I serve as legislative counsel for the Ohio Salon Association (OSA), the only statewide trade association representing the interests of the job creators that own and operate salons across Ohio.

HB 189 picks up where we left off in the 131st General Assembly with the passage of **SB 213**. OSA, along with many lawmakers, wanted to tackle several other issues, but we wanted to take the time to research what model occupational licensing reform legislation should look like for the cosmetology industry in all 50 states. For more than four years a group now called the Future of the Beauty Industry Coalition (FBIC) has been developing research from all 50 states to use as the basis for this legislation. The FBIC is made up of cosmetologists, students, salon owners, manufacturers, distributors, and cosmetology schools. This group came together to provide reasonable reforms to state cosmetology law rather than simply deregulating the industry. We have been working with Sen. Jordan and Sen. Tavares as well on companion **SB 129**.

HB 189 will:

- 1) Focus on student success**
- 2) Focus on school success**
- 3) Address administrative changes**

Student success is based on:

- Entering the beauty industry with less debt and ability to repay student loans
- Facilitating the workforce development pipeline for salons
- Providing the opportunity for individuals to start a business

This is accomplished by:

- **License for license reciprocity between states**
 - Due to regulations in several states, industry professionals cannot currently practice their craft or conduct salon business when moving across state lines.
 - License reciprocity helps newly relocated stylists get back into the workforce sooner, earning wages, paying taxes, and repaying loans

- **Requiring no more than 1,000 hours for cosmetology licensure (NY, MA and career tech in TX)**
 - It still takes 1,500 hours to become a cosmetologist while only 900 hours to become an EMT-Paramedic in order to save your life or a real estate sales person at 120 hours to help make one of the largest financial decisions
 - Independent research show there is no justification for requiring more than 1,000 hours of education for licensure
 - Longer programs create greater risk for students. The more time that lapses between graduation and licensing, the more likely graduates are to drop out or “go underground.”
 - Longer programs lead to higher student loan debt. There is a significant relationship between curriculum hours and the median federal loan amount necessary to fulfill a licensure program.
 - More curriculum hours do not lead to better wages. While there is variability in mean hourly wage across states, there is no evidence showing that more curriculum hours lead to higher wages.
 - Salon owners, licensees and boutique service registrants are 100% liable for any health and infection control issue that arises when providing services to the public. Therefore the OSA believes that 1,000 hours is plenty of initial education along with 8 hours of continuing education every 2 years to protect the public from any potential harm.
- **Creating a cosmetology apprentice program (AL, CA, TN, WI)**
 - School closings citing government regulations and increased scrutiny of industry programs is alarming. In Ohio alone, from 2016 to the present, eighteen (18) schools have closed – the Dayton area has been hardest hit. We anticipate more in the future.
 - While this option is not intended to replace public and private education, it is needed to serve as a stop gap if, as expected, Ohio experiences more abrupt private school closings
- Revise and update permits to allow for on-demand scheduling and working outside a salon
- Require independent contractors to register in lieu of applying for a separate license
- Make specialty licenses boutique services instead of licensure

School success is based on:

- Public and private schools providing a quality education for 1,000 hours or less
- Promoting high graduation and exam passage rates with less debt for students
- Working with salon owners to develop curriculum that produces the right skills upon graduation without remedial training once in the workforce

This is accomplished by:

- Permitting pre-graduate testing by facilitating success prior to graduation
- Allowing distance learning which helps schools provide training when students need it with less overhead costs
- Giving schools maximum leeway and discretion to teach what the market demands
- Changing the advanced license to instructor license for recognition in other states
- These changes do not prevent a school to continue to offer cosmetology programs that are up to 1500 hours with the state minimum set at 1,000 hours. The student can qualify for financial assistance up to 150% of the state requirement. This is currently done with programs in Florida.

Addressing administrative changes:

- Aligning safety and sanitation rules and regulations to be consistent with known causes of infection, disease or other health threats
- Permit cosmetologists and hair designers to utilize safety razors for grooming
- Add an additional public member to the OSBC
- Make several recommended changes requested by the OSBC Executive Director and Staff

As a point of reference, please see the number of hours required for other occupational licensures in Ohio:

Ohio Occupation	Licensure or Certification	Instruction/Education Time Required	HB 189 proposal
Acupuncturist	Certification	1725 Hours	
Cosmetologist - Practitioner	Licensure	1500 Hours	1000 hrs.
Hair Designer - Practitioner	Licensure	1200 Hours	600 hrs.
EMT-paramedic	Certification	900 Hours	
Massage Therapist	Licensure	750 Hours (9 Months)	
Esthetician - Practitioner	Licensure	600 Hours	300 hrs.
Cosmetic Therapist	Licensure	600 Hours	
Natural Hair Stylist - Practitioner	Licensure	450 Hours	Registration
Manicurist - Practitioner	Licensure	200 Hours	100 hrs.
EMT-intermediate	Certification	200 Hours	
Emergency Medical Technician (EMT-basic)	Certification	150 Hours	
Real Estate Salesperson	Licensure	120 Hours	
Elevator Inspector	Certification	32 Hrs. Trng./1 Yr. Exp.	
School Bus Driver	Certification	27 Hours	
Enrolled Tax Agent	Licensure	None	
Securities Salesperson (Stock Broker)	Licensure	Preferred, Not Required	
High Volume Dog Breeder	Licensure	None	
Registered Appraiser Assistant	Registration	75 hours + Fair Housing Ed.	
Oil & Gas Field Inspectors	None	Preferred, Not Required	
Tattoo and Body-Piercing	None	None	

Of note, it was not until federal funding was approved for higher education that cosmetology schools began increasing licensure hours. There were 17 states at 1,000 hours in 1947. After the Higher Education Bill of 1965 opened the door to federal student funding, that number dropped to 9 immediately and continued that trend until today there are only 2 (NY and MA) at 1,000 hours. AL, AK, DE, and VA had no licensure requirements until 1965. Just because financial assistance is available doesn't mean students need to stay in school longer. Ohio went from 1,000 to 1,250 in the 1950s, then to 1,500 in 1976. It added the 300 additional manager hours after that until SB 213 (HB 227 companion) passed in May 2016.

1947-2016 Student Training Requirements (taken from Milady)

State	1947	1956	1965	1976	1990	1992 Hrs.	1992 Age	1992 Education	2016 Hrs.	2016 Age	2016 Education
Alabama	—	—	1000	1200	1200	1200	16	10th or equiv	1500	18	—
Alaska	—	—	2000	2000	1650	1650	NI	NI	1650	—	—
Arizona	1800	1800	1800	1800	1600	1600	NI	10th plus*	1600	—	—
Arkansas	1200	1200	1200	1500	1500	1500	16	10th or equiv	1500	16	10th
California	1600	1600	1600	1600	1600	1600	17	10th	1600	17	10th
Colorado	1500	1500	1650	1650	1650	1450	10	None	1800	—	—
Connecticut	2100	2100	2000	2000	1500	1500	NI	9th	1500	—	8th
Delaware	—	—	1500	1500	1500	1500	N/A	8th	1500	—	10th
District of Columbia	1500	1500	1500	1500	1500	1500	16	8th or equiv	1500	—	—
Florida	1000	1200	1200	1200	1200	1200	16	12th or GED	1200	16	—
Georgia	1000	1200	1500	1500	None	None	16	9th	1500	17	HS or GED
Hawaii	1500	1800	1800	1800	1800	1800	18	HS or equiv	1800	16	HS or GED
Idaho	2000	2000	2000	2000	2000	2000	16.5	10th	2000	16.5	10th
Illinois	1000	1000	1000	1500	1500	1500	16	8th or equiv	1500	16	—
Indiana	1000	1000	1000	1500	1500	1500	16	10th or GED	1500	18	10th
Iowa	2100	2100	2100	2100	2100	2100	None	HS or GED	2100	—	HS or GED
Kansas	1000	1000	1500	1500	1500	1500	17	HS or GED	1500	17	HS or GED
Kentucky	1248	1248	1500	1800	1800	1800	16	10th or equiv	1800	16	10th
Louisiana	1000	1500	1500	1500	1500	1500	16	10th	1500	16	10th
Maine	1000	1500	1500	1500	1500	1500	16	10th	1500	17	10th
Maryland	1500	1500	1500	1500	1500	1500	17	9th	1500	17	9th
Massachusetts	1000	1000	1000	1000	1000	1000	16	8th	1000	17	10th
Michigan	1200	1200	1200	1500	1500	1500	17	9th	1500	17	9th
Minnesota	1500	1500	1500	1500	1550	1550	NI	12th or GED	1550	16	HS or GED
Mississippi	—	1500	1500	1500	1500	1500	17	10th	1500	17	HS or GED
Missouri	1000	1000	1220	1220	1500	1500	17	10th	1500	17	HS or GED
Montana	2000	2000	2000	2000	2000	2000	16	10th	2000	18	HS or GED
Nebraska	1500	1500	1800	2100	2100	2100	17	12th or equiv	2100	17	HS or GED
Nevada	1600	1600	1800	1800	1800	1800	18	10th or equiv	1800	18	10th
New Hampshire	1500	1500	1500	1500	1500	1500	16	HS or equiv	1500	18	HS or GED
New Jersey	2000	1000	1000	1200	1200	1200	17	HS or equiv	1200	17	10th
New Mexico	1200	1200	1600	1600	1600	1600	16	10th or equiv	1600	17	10th
New York	1000	1000	1000	1000	1000	1000	17	Elementary	1000	—	—
North Carolina	1000	1000	1200	1200	1500	1500	NI	None	1500	—	—
North Dakota	1250	1500	1500	1800	1800	1800	17	12th	1800	—	HS or GED
Ohio	1000	1250	1250	1500	1500	1500	16	8th	1500	18	—
Oklahoma	1000	1000	1000	1000	1500	1500	16	8th or equiv	1500	16	8th
Oregon	2500	2500	2500	2500	1800	1800	None	None	2300	None	—
Pennsylvania	1000	1000	1250	1250	1250	1250	16	10th	1250	16	10th
Puerto Rico	—	—	—	—	1000	1000	16	8th	—	—	—
Rhode Island	1500	1500	1500	1500	1500	1500	18	HS or equiv	1500	17	HS or GED

South Carolina	1000	1000	1000	1500	1500	1500	NI	10th or equiv	1500	16	10th
South Dakota	1500	1500	2100	2100	2100	2100	18	HS or equiv	2100	17	HS or GED
Tennessee	1500	1500	1500	1500	1500	1500	16	10th or equiv	1500	17	10th
Texas	1000	1000	1000	1500	1500	1500	16	7th or equiv	1500	17	HS or GED
Utah	1500	1500	1500	1500	12mo	12mo	N/A	N/A	1600	None	—
Vermont	1500	1500	1500	1500	1500	1500	17	HS or equiv	1500	18	HS or GED
Virgin Islands	—	—	—	—	1000	1200	18	Barber/beauty grad	—	—	—
Virginia	—	—	1500	2000	1500	1500	NI	NI	1500	None	HS or GED
Washington	2000	2000	2000	2000	1600	1600	17	NI	1600	17	HS or GED
West Virginia	1500	1500	2000	2000	2000	2000	17	8th	1800	18	HS or GED
Wisconsin	1500	1500	1500	1500	1500	1500	NI	HS or squiv	1550	18	HS or GED
Wyoming	1000	1000	1500	2000	2000	2000	16	10th	2000	16	10th
NI - Not indicated											
*With 2 credits in English											

Common, sensible licensing standards are crucial to sustainable growth for our industry and protecting public safety. Together, we will build a stronger future for our industry and continue to support accountability and licensing of our professionals.

Mr. Chairman, thank you for the opportunity to provide proponent testimony on **HB 189** to the committee. I hope the Ohio Salon Association testimony has provided the members with some common sense changes and reasonable reforms for your consideration. The OSA and the small business salon owners that provide employment to the graduates from Ohio schools of cosmetology are *not* seeking to deregulate the beauty industry, but to make sure state government does not unnecessarily interfere with the ability to start a business, grow a business or unnecessarily create hurdles for individuals entering the workforce to pursue a profession.

I cannot stress the importance of enacting these cosmetology reforms prior to the summer recess. Adjustments need to be made to cosmetology training programs this year so the future class of beauty industry professionals graduating from programs are ready to enter the workforce about this time next year. All eyes are on Texas and Ohio to lead the charge with these legislative changes.

You can find more information on the FBIC by going to www.futurebeautyindustrycoalition.com or the OSA website: www.ohiosalonassociation.com.

Thank you for the opportunity to provide proponent testimony on **HB 189**. I am happy to answer any questions you have.