

MAILING ADDRESS

Board of Barbering and Cosmetology
PO Box 944226
Sacramento, CA 94244-2260

MISSION

To ensure the health and safety of California consumers by promoting ethical standards and by enforcing the laws of the barbering and beauty industry.

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The BarberCosmo update

Issue No. 9



Message from the President



Welcome to the ninth issue of the BarberCosmo Update. I want to take this opportunity to express my gratitude for being elected President of the Board of Barbering and Cosmetology on February 10, 2025. I was first appointed to the Board by Governor Newsom on April 29, 2021, and was reappointed for a second term on December 12, 2024. I'm proud to serve as the first industry member elected as Board President since 2018.

As a licensed cosmetologist since 2009 and the owner of multiple salons over the past ten years, I am deeply committed to and passionate about the profession. I'm excited to work with my fellow board members to strengthen consumer protection across our industry.

As we make our way through 2025, the Board will be preparing its sunset review report, which is due to the Legislature later this year. I encourage everyone to follow our board meetings, attend when you can, and make your voices heard. The sunset review process is a valuable tool where we can propose needed improvements in laws that govern our profession.

We welcome your voice and hope to see you at our meetings throughout 2025. For more information about our meetings, visit: https://barbercosmo.ca.gov/about_us/meetings/index.shtml.

Sincerely,
Tonya Fairley
Board President

Message from the Executive Officer

I hope you are all having a wonderful 2025! I am excited for what's to come this year at the Board.

The Board will be busy preparing for its sunset review this year. If you are unfamiliar with this process, please see page 4. The sunset review process typically brings

a lot of changes for the Board and industry, so it is your time as a licensee or consumer to get involved and make your voice heard.

I hope to see you at our next board meeting.

Kristy Underwood

Executive Officer





Board Members



Tonya Fairley, Industry Member, President

Kellie Funk, Industry Member,
Vice President

Anthony Bertram, Industry Member

Megan Ellis, Public Member

Dr. Yolanda Jimenez, Public Member

Colette Kavanaugh, Industry Member

Tamika Miller, Industry Member

Danielle Munoz, Public Member

Calimay Pham, Public Member

Steve Weeks, Public Member

Have You Considered Serving as a Board Member?

How would you like to contribute to the growth of the barbering and cosmetology industry within California? The Board of Barbering and Cosmetology currently has two vacancies and is seeking a California-licensed cosmetologist and an establishment owner to serve as board members.

Board members help shape the direction of the beauty and barbering industries with their collective decision-making. Board members provide policy direction, participate in voting on disciplinary matters, and approve regulation packages.

Board members are expected to attend quarterly board meetings and the ad hoc committee meetings that they are appointed to. Board members must also commit time to reviewing meeting materials and attending all trainings.

The first step to becoming a board or committee member is to apply to the office of the appropriate appointing official. The current two open positions are appointed by the Office of Governor Gavin Newsom. To apply for a board member appointment, visit the following website:

<https://www.gov.ca.gov/join-the-administration/government-appointments/>.

Contact information for the appointing office:

Office of Governor Gavin Newsom

1021 O St., Suite 9000
Sacramento, CA 95814
(916) 445-2841

Once you've applied, you may be contacted for an interview, and a final selection will be made to confirm an appointment. If you have further questions about being a board member, please visit the [Department of Consumer Affairs website](#).

2025 Board Meeting Calendar

- **August 18—Sacramento**
- **November 17—Southern California**

For more information on upcoming meetings, please visit https://barbercosmo.ca.gov/about_us/meetings/index.shtml.



What is Sunset?

Every board and bureau under the Department of Consumer Affairs (DCA) operates under a statute that expires and requires renewal through legislation. This sunset review process is managed by the Assembly Business and Professions Committee and the Senate Business, Professions, and Economic Development Committee.

DCA boards and bureaus protect consumers and regulate licensed professionals. The sunset review process allows the DCA, Legislature, boards, stakeholders, and interested parties to evaluate performance and recommend improvements.

The process begins with each board or bureau submitting a report to the legislative committees, detailing their operations and highlighting issues or

opportunities for improvement. The Assembly and Senate committees then create background papers, identifying areas for enhancement and key questions. A joint hearing is held where the Board provides a verbal update, committee members ask questions, and stakeholders share their perspectives.

The California Board of Barbering and Cosmetology last underwent a sunset review in 2018 and is up for review again this year.

All discussions culminate in a single piece of legislation, which must pass both legislative houses and receive the Governor's signature to renew the Board's authority until the next sunset review.

This process can lead to more streamlined operations, better protections for the public and professionals, and improvements for those entering the profession.






Do's and Don'ts Scope Reminder

In 2023, a new hairstylist license type was added for individuals who provide hair services without the chemicals that cosmetologists and barbers use, such as dye, bleach, and perming solutions.

The practice of hairstyling involves one or both of the following:

- 1. Styling of all textures of hair by standard methods that are current at the time of the hairstyling.
- 2. Arranging, blowdrying, cleansing, curling, cutting, dressing, extending, shampooing, waving, or nonchemically straightening the hair of any person, using both electrical and nonelectrical devices.

The table shows common services hairstylists licensed by the California Board of Barbering and Cosmetology may or may not provide.






HAIRSTYLISTS

Below are common services hairstylists licensed by the California Board of Barbering and Cosmetology may or may not provide. The services listed below are not a full list of all services. It is ultimately a licensee's responsibility to understand their scope of practice as provided in Business and Professions Code section 7316.

| HAIRSTYLING SERVICES | WITHIN A HAIRSTYLIST'S SCOPE | PROHIBITED/ OUT OF SCOPE |
|--|------------------------------|--------------------------|
| Bleaching Hair | | X |
| Blowdrying Hair | X | |
| Chemically Relaxing Hair | | X |
| Dyeing Hair | | X |
| Haircutting | X | |
| Hairstyling | X | |
| Permanent Waving Hair | | X |
| Shampooing Hair (not using prescription shampoo) | X | |
| Waving or Straightening with a Curling Iron/Hot Styling Tool | X | |

Cosmetic tattooing, fitting and styling of wigs, and threading are not regulated by the Board.



BarberCosmo
Board of Barbering & Cosmetology

CALIFORNIA DEPARTMENT OF
**CONSUMER
AFFAIRS**

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Consumer Corner: Booking Platforms

When it comes to personal care and beauty services, such as hairstyling, nail care, or skin treatments, trust and safety are paramount. However, with the rise of online booking platforms and independent service providers, consumers must take a proactive role in ensuring that their chosen professional is properly licensed. Online booking platforms might not always guarantee the legitimacy of the professionals listed; therefore, verifying a salon service provider's license is essential.

The Importance of Licensing in Salon Services

Licensees of the Board of Barbering and Cosmetology are required to meet specific educational and training standards, pass a state board exam, and stay updated on safety protocols. These measures ensure that they:

1. Practice Proper Sanitation

Board services often involve direct contact with the skin, hair, or nails. Licensees are trained to follow strict disinfection standards, minimizing risks of infection or injury.

2. Understand Health Risks

Proper training equips licensees to recognize skin conditions, allergies, or contraindications that may impact service safety.

3. Deliver Quality Services

Licensing guarantees that the professional has mastered their craft, providing clients with consistent and high-quality results.

Hiring unlicensed providers can expose clients to subpar services, unsanitary practices, and even health risks.



The Risks of Online Booking Platforms

Online booking platforms like StyleSeat, Booksy, or Vagaro have revolutionized the beauty industry, offering convenience and flexibility for both clients and professionals. However, many of these platforms function primarily as marketplaces, not regulatory bodies. Here's why this matters:

1. No Mandatory License Verification

Unlike barbershops, spas, and salons, which are subject to inspections, many online platforms do not require proof of licensing when individuals sign up. This lack of oversight makes it possible for unlicensed individuals to list their services.

2. Consumer Assumptions of Safety

Many consumers mistakenly assume that professionals listed on these platforms have been vetted. Unfortunately, this is not always the case.

3. Limited Accountability

If something goes wrong during a service, clients may struggle to hold the provider or platform accountable. Some platforms operate on "use at your own risk" policies, placing the burden of verification on the consumer.

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How to Protect Yourself

To ensure a safe and satisfying experience, follow these tips:

1. Ask for Proof of Licensing

Before booking, request the provider's license number and verify their credentials with the Board's online licensing system:

<https://www.breeze.ca.gov/datamart/loginCADCA.do>.

2. Research Reviews and Reputation

Look beyond the platform's reviews. Search for independent testimonials or ask for recommendations from trusted friends or family.

3. Inspect the Environment

If the service takes place at a salon or studio, check for cleanliness. If services are offered in unconventional locations, such as a provider's home, exercise additional caution.

4. Beware of Red Flags

Low prices, vague credentials, or reluctance to share licensing information are warning signs.

5. Understand the Platform's Policy

Read the fine print of booking platforms to understand their vetting process, if any, and what recourse you have in case of issues.

While online booking platforms provide convenience, they should not replace your diligence in vetting service providers. Ensuring your provider is licensed not only protects your health and well-being but also upholds professional standards in the beauty industry. A little due diligence can save you from potentially harmful or costly experiences.

By prioritizing licensed professionals and approaching online platforms with an informed mindset, you can enjoy personal care and beauty services with peace of mind.

Job Growth in the Barbering and Beauty Industry

The U.S. Department of Labor is predicting a 7% increase in jobs for barbers, hairstylists, and cosmetologists between 2023 and 2033. This is faster than the average growth for all occupations. They predict that there will be an increased demand for personal care services due to population growth and professionals who transfer to a different occupation or retire. To read the full report, visit: <https://www.bls.gov/ooh/personal-care-and-service/barbers-hairstylists-and-cosmetologists.htm#tab-6>.

Employment for manicurists is projected to grow by 12%. The projected employment growth is due to recovery from the COVID-19 recession. To read the full report, visit: <https://www.bls.gov/ooh/personal-care-and-service/manicurists-and-pedicurists.htm#tab-6>.

Job growth for estheticians (skincare specialists) is predicted to increase by 10% due to increased demand for skincare services. To read the full report, visit: <https://www.bls.gov/ooh/personal-care-and-service/skincare-specialists.htm#tab-6>.



Head Spas

Establishments specializing in “scalp facials” are calling themselves “head spas.” These establishments often offer services for scalp and hair health that may include:

- Cleansing, steaming, and exfoliating to remove buildup and oils
- Scalp massage to stimulate circulation and relieve tension
- Neck, shoulder, and facial massage for relaxation
- Hair masks for deep conditioning
- Hair shampooing and blowdrying

While estheticians may massage, stimulate, exfoliate, cleanse, or beautify the scalp, they are NOT licensed to provide shampooing or blowdrying services. Shampooing and blowdrying services must be provided by a licensed barber, cosmetologist, or hairstylist.

The Barbering and Cosmetology Act defines the scope of practice for barbering, cosmetology, skincare, and hairstyling. (California Business and Professions Code, section 7316 (a), (b), (c) and (h).) A licensee is required to limit their practice and services rendered to the public to only those areas for which they are licensed. (California Business and Professions Code, section 7317.)

For more information, please review the new Head Spas industry bulletin: https://barbercosmo.ca.gov/forms_pubs/publications/bulletins.shtml, available in English, Korean, Spanish, Vietnamese, and Simplified Chinese.



Stop the Spread

For those working in close-contact environments like salons, spas, and barbershops, maintaining proper hygiene is crucial—not just for personal health but also for the safety and well-being of clients. One of the simplest yet most effective ways to stop the spread of illness is washing your hands.

Why Handwashing Matters

Cold and flu viruses spread easily through respiratory droplets or contaminated surfaces. When licensees and clients share tools, chairs, and products, these viruses can quickly make the rounds. Handwashing breaks the chain of transmission, preventing germs from traveling from one surface—or person—to another.

According to the Centers for Disease Control and Prevention (CDC), proper handwashing can reduce respiratory illness cases by up to 21%. For licensees who have frequent hand contact with clients, this small habit can have a big impact.

Hand Hygiene in the Salon

In a salon setting, it's not just about keeping hands clean but fostering trust with clients. Regular handwashing reassures clients that you're prioritizing their health and safety, especially during cold and flu season.

When Should You Wash Your Hands?

- Before and after each client: Whether it's a manicure, haircut, or facial, always wash your hands to prevent cross-contamination.
- After coughing, sneezing, or blowing your nose: Use a tissue to cover your mouth and follow up with a thorough wash.
- Before eating or handling food: This protects you and your coworkers from potential illness.



Proper Handwashing Technique

For handwashing to be effective, it must be done correctly. Follow these steps:

- Wet your hands with clean, running water (warm or cold).
- Apply soap and lather thoroughly, covering the backs of your hands, between fingers, and under nails.
- Scrub for at least 20 seconds.
- Rinse under running water.
- Dry your hands with a clean towel or air dryer.

If soap and water aren't available, use an alcohol-based hand sanitizer with at least 60% alcohol; however, this shouldn't replace regular handwashing.

Make It a Habit

As a busy licensee, it's easy to rush through or skip this step entirely. But making hand hygiene a priority can protect everyone. Set reminders, create handwashing stations, and stock up on quality soap and hand sanitizer to make it easy and accessible.

Let's take proactive steps to keep our salons healthy. By emphasizing the importance of handwashing, you're not only safeguarding your own health but showing clients that their well-being matters too!



Worker Classification Update for Manicurists

The following message is being provided to you on behalf of the Department of Industrial Relations:

The Board of Barbering and Cosmetology cannot answer questions regarding labor laws. A worker that is considered an “employee” or “W-2 worker” is entitled to many workplace protections under state labor laws.

Generally, a person providing nail services in a nail salon is an “employee,” and the employer must follow certain rules under California law. For example, employees must be paid at least minimum wage, allowed meal and rest breaks, able to earn overtime, and entitled to sick leave, among other rights and protections under California law.

An “independent contractor” (sometimes referred to as a “1099”) does not have the same protections as an employee under state labor laws. Just because your boss calls you an independent contractor, does not make you one. An independent contractor must hold a local business license, set their own service rates and schedules, and be paid directly by the client. An employer may be subject to penalties for misclassifying a worker.

As of January 2025, the rules for manicurists regarding independent contractors slightly differ from those applied to other BBC licensees.

Beginning January 1, 2025, the ABC test (Labor Code sec. 2775(b)(1)) will apply to manicurists.

According to the ABC test, manicurists working at a nail salon will be presumably an employee, unless the employer can prove ALL of the following are true:

- A. The worker is free from the control and direction of the business owner in connection with the performance of the work.
- B. The work provided is outside the usual course of the hiring business owner.
- C. The worker is customarily engaged in an independently established trade, occupation, or business of the same type as that involved in the work performed.

For general information, please contact the Labor Commissioner’s Office at 833-526-4636, or visit the frequently asked questions page on the Department of Industrial Relations website: <https://www.dir.ca.gov/dlse/DLSE-FAQs.htm>.





Teeth Whitening

As a licensed cosmetologist, esthetician, or manicurist, your expertise and training focus on the care and beautification of hair, skin, and nails. As the beauty industry continues to evolve and offer new services, it's crucial to remain informed about what is — and what is not — within the scope of your license. One procedure that often raises questions is teeth whitening.

The Board would like to emphasize that teeth whitening is not within the scope of practice for board licensees. Here's why:

1. Regulatory Boundaries

Your license is specifically designed to regulate services related to hair, skin, and nail care. Teeth whitening, however, involves work inside the mouth, which falls under the jurisdiction of dental or medical professionals. Performing this service without proper credentials can result in legal and professional consequences.

2. Lack of Required Training

Teeth whitening involves the application of chemical products such as hydrogen peroxide or carbamide peroxide, which require specialized training for safe use. Without this training, there is a risk of causing damage to teeth, gums, or oral tissues, which could lead to liability issues for your business.

3. Client Safety Comes First

While teeth whitening might seem like a simple and popular procedure, it carries potential risks, including tooth sensitivity, gum irritation, and adverse reactions. A licensee's first responsibility is to protect the health and safety of their clients. Staying within your scope of practice ensures you uphold this commitment.

4. Professional Integrity

Your license reflects your expertise as a trusted professional. Expanding into unauthorized services, such as teeth whitening, can damage your reputation and credibility. Clients look to you for services you're licensed and trained to provide.

5. Protect Your License and Career

The beauty industry thrives on creativity and innovation, but it's vital to stay informed and adhere to your professional boundaries. Performing services outside your scope of practice can lead to penalties, fines, or even the loss of your license.

Stay informed, protect your career, and continue to provide the outstanding beauty services that keep your clients coming back.



Leveling Up:

How Barbers Can Be the Best in the Business This Year

Whether you are just starting out or are already a seasoned professional, there's always room to elevate your skills, improve client satisfaction, and build your brand. Here's a roadmap to help you become the best barber possible this year.

1. Master Your Craft

Barbering is an art, and staying sharp requires constant learning.

- **Refine Your Skills:** Practice advanced techniques such as fades, designs, and beard shaping. Attend workshops or online training to stay on top of trends.
- **Stay Informed:** Follow industry leaders on social media, subscribe to barbering magazines, and watch tutorials to keep your skills fresh.
- **Experiment:** Use mannequins or volunteer clients to practice new styles you're less comfortable with, so you're ready when a client requests them.

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2. Prioritize Customer Service

Great technical skills only go so far without exceptional customer service.

- **Create an Experience:** Greet clients warmly, offer refreshments, and ensure your workspace is clean and inviting.
- **Listen to Clients:** Take the time to understand their preferences and provide advice when necessary. A personal touch creates loyal clients.
- **Follow Up:** Always thank your client after the service to leave them with a good impression.

3. Build Your Brand

Your image as a barber goes beyond the chair.

- **Be Active on Social Media:** Showcase your work on platforms like Instagram and TikTok. Use high-quality photos and videos to highlight your cuts and styles. Use trending sounds or music to engage viewers.
- **Create a Signature Style:** Develop a signature look or technique that makes you stand out in the industry.
- **Engage Locally:** Participate in community events or collaborate with local businesses to build connections and expand your reach.

4. Upgrade Your Tools and Workspace

Investing in quality tools and maintaining a professional environment sets you apart.

- **Maintain Your Tools:** Regularly clean and sharpen clippers, scissors, and razors to ensure top performance.
- **Upgrade Your Equipment:** Consider new tools that improve efficiency or quality, such as cordless clippers or ergonomic chairs.
- **Enhance Your Space:** Update your station with modern decor, better lighting, or subtle touches like a signature scent or background music.

5. Focus on Professional Growth

Success is rooted in continuous improvement.

- **Set Goals:** Outline clear, measurable goals for the year. For example, aim to increase monthly clients by 10% or learn three new techniques.
- **Expand Your Offerings:** Add services like scalp massages, facial grooming, or hair care products to increase your income.
- **Seek Feedback:** Regularly ask for feedback from clients and peers to identify areas for improvement.

6. Prioritize Self-Care

A great barber takes care of themselves too.

- **Stay Healthy:** Barbering is physically demanding. Exercise, eat well, and stretch regularly to avoid fatigue and injury.
- **Take Breaks:** Don't overbook yourself. Rest and recharge to stay energized and focused.

Make 2025 Your Year

Being the best barber doesn't happen overnight, but consistent effort, passion, and dedication will take you to the top. Focus on delivering excellence, both in your craft and your client interactions, and don't forget to celebrate your milestones along the way.





Protecting Consumers and Our Industry:

A Reminder About Legal Practices

The health, safety, and trust of your clients are the foundation of our industry. As licensed professionals, we have a collective responsibility to ensure that every service we provide adheres to state laws and regulations. Unfortunately, there have been increasing reports of illegal practices that not only jeopardize consumer safety but also tarnish the reputation of our profession.

This article serves as a reminder to uphold the highest standards of professionalism by avoiding practices that could harm consumers or violate the law.

Examples of Illegal Practices

1. **Unlicensed Services:** Providing services outside the scope of your license or operating without proper licensure.
2. **Use of Unsafe or Prohibited Products:** Using substances or tools not approved by regulatory authorities, such as MMA (methyl methacrylate) in nail services.
3. **Disinfection Violations:** Failing to properly clean and disinfect tools, workspaces, or equipment.
4. **Unapproved Equipment:** Using devices like lasers or microneedling equipment that are not within your scope of practice.



Consequences of Violations

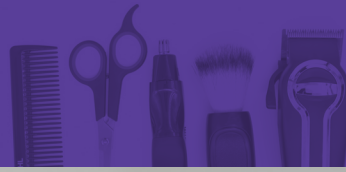
Engaging in illegal practices can result in serious consequences, including:

- Fines or penalties from the Board.
- Suspension or revocation of your license.
- Legal liability for injuries or harm caused to consumers.
- Damage to your professional reputation.

How You Can Protect Your Clients and Business

- **Stay Informed:** Familiarize yourself with the regulations that govern your license. The Board regularly updates guidelines to reflect new standards and practices.
- **Educate Clients:** Help clients understand why certain products, tools, or procedures are unsafe or illegal.
- **Report Violations:** If you witness unlicensed activity or unsafe practices, report them to the Board to protect the public and uphold our industry's integrity.
- **Prioritize Sanitation:** Always adhere to sanitation and disinfection protocols to maintain a safe environment.

By working together to eliminate illegal practices, we can protect consumers, enhance public trust, and ensure the continued growth and success of our industry.



Expert Consultants Wanted



Most licensees are familiar with the Board's inspection program, in which the Board may issue a citation for a violation of its laws and regulations. However, for more serious cases involving harm to consumers, the Board may take formal disciplinary action that can lead to a license being placed on probation or even revoked. In these instances, the Board uses experts from the ranks of the professionals themselves to evaluate the evidence against a licensee and, if necessary, testify at administrative hearings.

This is where expert consultants come in. Expert consultants review case materials and investigative reports, prepare written opinions, and possibly testify at administrative hearings involving licensees accused of incompetence, gross negligence, or unprofessional conduct.

An expert consultant must possess the following minimum qualifications:

1. A current and active license in their profession;
2. The license must be in good standing with no prior disciplinary actions or convictions, no pending investigations and no outstanding administrative fines;
3. The applicant must be currently working in the specific field of expertise and have 5 years of experience in that field;
4. A current, working knowledge of the Board's laws, rules and regulations;
5. Consistent, ongoing face-to-face client contact in a licensed establishment;
6. Strong persuasive writing skills with the ability to express ideas logically and critically;
7. Willingness to serve as an expert consultant for three consecutive years.

For more information or to view the application, please visit: https://barbercosmo.ca.gov/enforcement/expert_recruit.shtml.



In-Person Payments Accepted at the Following Location

Mission

Have You Recently Moved?

Interested In Beginning Your State Career?

Have a Question?

Contact the Board

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