

P E N N S Y L V A N I A
S T A T E B O A R D O F
COSMETOLOGY
N E W S L E T T E R

SPRING 2007



COMMONWEALTH
OF PENNSYLVANIA

Edward G. Rendell
Governor

Pedro A. Cortés
Secretary of the Commonwealth

Basil L. Merenda
*Commissioner,
Bureau of Professional and
Occupational Affairs*

Mark Vessella
*Deputy Commissioner,
Bureau of Professional and
Occupational Affairs*

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Board telephone: (717) 783-7130
E-mail: ST-COSMETOLOGY@state.pa.us
www.dos.state.pa.us

Governor's Newsletter

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The Role of the Commissioner on the Board

by Basil Merenda, Commissioner, Bureau of Professional and Occupational Affairs

The Bureau of Professional and Occupational Affairs (BPOA) touches the lives of millions of Pennsylvanians each day. We protect the health, safety and welfare of the public from fraudulent and unethical practitioners by administering professional licensing from physicians and cosmetologists to accountants and funeral directors. In addition, the bureau provides administrative and legal support to 27 professional and occupational licensing boards and commissions.

As commissioner of the BPOA, I am responsible for administering the commonwealth's licensing boards, sitting as a voting member on disciplinary cases and policy matters for 25 of the 27 boards and signing all licenses issued by the BPOA.

My administrative duties include working with the deputy commissioner to make "the trains run on time." In BPOA's case, it means making sure license renewals, applications and inquiries are properly handled by our staff. It also involves making sure that, where appropriate, reciprocal licenses requested from out-of-state individuals are properly reviewed. BPOA is also required to conduct reviews of education programs for some boards.

My duties as a voting member on 25 of the 27 licensing boards are the same duties and obligations that the professional and public members have as part of their service on our licensure boards. I act as a judge, along with the other board members, on disciplinary hearings. I participate with the other board members in the drafting and enactment of regulations, rules and other policy initiatives. In addition, I have the responsibility of coordinating policy matters of all 27 boards for Governor Edward G. Rendell.

I truly believe the most important thing I can do for you is to provide you with professional service – and that is my goal.

When Governor Rendell appointed me BPOA commissioner, he told me to make BPOA and the commonwealth's 27 licensing boards more accessible, responsive and accountable to the legislature, the licensees and the public we are sworn to protect. My pledge to you is that I, as commissioner, am working to carry out Governor Rendell's charge with intelligence, vigor and effectiveness.

If I can be of any assistance, please do not hesitate to reach out and contact my office at any time.

Apprentice Hours

This is a reminder to cosmetology salons training cosmetologist apprentices. According to the board's regulations (see § 7.134), the owner of a cosmetology salon that employs apprentices shall submit to the board, on a form provided by the board, a quarterly report of the hours earned by each apprentice. The reports shall be submitted by the following dates: April 15, July 15, Oct. 15 and Jan. 15.

According to the regulations at § 43b.5, Schedule of Civil Penalties, failure to send such reports to the board is a violation under Act 48. The fine for the first offense is \$100, and \$250 for the second offense.

If your salon has an apprentice, please be sure to send in quarterly reports to the board office.

2007 Board Meeting Dates

June 4
Aug. 6
Oct. 1
Dec. 3

New Board Member Profiles

Jessie Bloom

In Oct. 2006, Jessie Bloom was appointed by Governor Edward G. Rendell as a public board member for the Board of Cosmetology. She brings varied experience to the board.

Since May 1995, Jessie has worked as an economic development consulting specialist. Prior to her consultant work, Jessie was executive director from 1992 to 1995 of the PA Rural Development Council, where she promoted economic development in rural areas of Pennsylvania and implemented a new program for the State of Pennsylvania that took the program out to the public.

Bloom holds an associate degree in business administration. From 1988 to 1992, she served as the mayor of Williamsport and was a member of city council for six years. She also was an independent agent who owned her own insurance business for 15 years. Jessie served for 12 years as chair for the Lycoming County Democratic Committee. She was president of

the PA League of Cities in 1991 and she served as a board member of the PA Ag Democratic Executive Committee. Currently, Bloom serves on the finance committee for Eden Campaign, Sycamore Manor, Presbyterian Homes, Inc.

(Charles William) Bill Fritz

A Harrisburg native, Bill graduated from the U.S. Military Academy at West Point in 1993 and served in the Army for four years. In 2004, he graduated from Widener Law School. For two years, he was a law clerk for the Office of Hearing Examiners.

He is board counsel for the Board of Cosmetology as well as the Board of Barber Examiners, and counsel for the Board of Vehicle Manufacturers, Dealers and Salespersons.

Bill and his wife Renee have two children, one-year-old Jake and four-year-old Will.

Donna Hannon: Cutting for a Cause

by Carol Edwards

Donna Hannon, a licensed cosmetologist for 23 years, has owned her own salon for the past 11 years. Because Donna loves working with people, she volunteers for the Women's Resource Center (WRC) in Scranton.

Founded in 1977, WRC is a private, nonprofit organization dedicated to the issue of violence against women and children. Its primary services include crisis intervention, counseling, support services and shelter to women and their children who are physically or sexually abused in their own homes. The center also conducts an extensive education program to acquaint schools, police, hospitals and the community with the consequences of family violence. In 2005, WRC provided services to 2,000 women and 300 children from Lackawanna and Susquehanna counties.

To offset the decreasing funding sources for prevention programs and direct service to victims, the center relies heavily on community support to maintain its 17-bed shelter and 24-hour hotline.

On Sunday, Dec. 3, 2006, WRC held its 17th annual Santa's Snippers Cut-A-Thon, one of three major fundraisers held each year. This was Donna's 17th year working with Santa's Snippers. She has been involved from the beginning, cutting hair with 30 or 40 other local licensed cosmetologists from 10 a.m. to 3 p.m. All the proceeds are returned to the Women's Resource Center. As a stylist, Donna sees many women and children on a regular basis. Through her volunteering and knowledge of

the services WRC provides, she has been able to help a few of her clients by referring them to the center. She also supports WRC by attending events sponsored by them; for example, "Take Back the Night," a march and rally held in April. Donna said it is an amazing, eye-opening experience. In October, the "Gathering of Friends" event is a potluck dinner for community women and WRC workers. Hannon is gratified to sit and visit with those helped by the center's many services and knows that her efforts have made a difference in someone's life.

Donna personifies the old saying, "If you want something done, ask a busy person." Along with her husband of 37 years, she is the mother of four daughters, six grandchildren and one great grandchild. Her heart truly belongs to helping women and children in crisis and she hopes others in the industry will take time to support their local Women's Resource Center.

The National Cosmetology Association, Clairol Professional and Southern Living at Home support "Cut It Out, Salons Against Domestic Abuse." By visiting www.cutitout.org or by calling 1-800-383-0210, you can order free posters for your salon, and safety cards for your clients who may need help.

Donna says, "Get involved any way you can. It sure will make your heart feel good."

2006 NIC Board Conference Report

by Jan Sanko, Professional Member

The 2006 National Interstate Council (NIC) conference, themed “Collaborative Leadership,” provided a unique opportunity for its 190 participants to explore a full market mix of subject material presented by various speakers. The conference merged available information from all states, creating a more valuable information resource for all. The diversity and density of supplied information carried an immense value, yet presented an evaluation challenge.

Saturday

The first general session on Saturday was Gretchen Wheeler’s “Collaborating through Effective Communication,” which explored communication goals, the components of effective communication, suggestions for collaboration and techniques for confronting opposition.

Myra Broadway’s afternoon session confronted the issue of licensure mobility. None of us will argue that the cosmetology profession is merging with the medical profession. The thinking point that may present a dilemma is that licensure would remain state-based, while the practice might not be bound by state lines. Broadway’s vision statement was: “A state license recognized nationally and enforced locally.” From the nursing profession’s standpoint, this session brought light to every state’s struggle with licensure. I would sum it as: “In the century that came in on a stagecoach and out on a rocket, so many things have changed – except regulation.”

Sunday

Sunday’s agenda offered concurrent sessions in infection control, regulatory role process, broadcasting live meetings, the 10 blockbusters of persuasion, board member roles and ethical issues, and examiner training.

The examiner session led by National Interstate Council’s immediate past president Kirby Morris, provided a review of the training seminar in 2006. Interesting to note, the council is seeing more and more “Professional Test Takers.” The need for photo identification is imperative.

Morris touched on infection control in his session. He stressed that the HIV virus will stay

alive for five days without any bodily contact, and the Hepatitis virus for three weeks. You can get hepatitis more easily from an infected glass than from sexual contact.

Communications expert Gretchen Wheeler headed the “10 Blockbusters of Persuasion” session. She elaborated on these themes: The “Yes” Response; Putting it Up to You; Simulated Disinterest; Transfer; Bandwagon; Say it with Flowers; Don’t Ask “If,” Ask “Which”; The Swap Technique; Reassurance; and the Technique of Irritation.

Her summation of this session: “Those most difficult to deal with have the lowest self-esteem.”

Sunday afternoon’s general session focused



Conference attendees (left to right) :Carol Edwards, Janet Sanko and Susan Rineer

on “Nationwide Mobility from the Legislative Perspective.” Led by the Maine Speaker of the House, Hon. John Richardson, the session highlighted the “Three T’s that Make One Move Forward”:

- Talent – obvious
- Tolerance – obvious
- Technology – this will drive the economic future

After elaborating on each point, his final challenge presented to us was to push Congress:

- Ask your legislator’s position on (whatever topic you have an issue with)
- Ask, “How do we get our voice out?”
- State the facts. (i.e., In your territory alone, there are...)”)

Our individual congressmen will come and go, but the board will remain the constant.

Legislation seems to always halt our great ideas. We, as a board, tend to be stopped by that. Let your voice be heard.

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IMPORTANT NOTICE

Amendment to Beauty Culture Law

Senate Bill 707 was signed into law as Act 99 of 2006 and became effective Sept. 5, 2006. This amends the Beauty Culture Law as follows:

1. Adds the word “braiding” to the definition of “cosmetology” and inserts a definition of “braiding” in the Definitions section.
2. Renames a cosmetician license as an esthetician license and changes all references in the law accordingly.
3. Renames a manicurist license as a nail technician license and changes all references in the law accordingly.
4. Inserts definitions of “esthetics,” “esthetician,” “limited license,” “nail technician” and “nail technology.” All individual licenses other than cosmetology and teacher licenses fall within the definition of “limited license.”
5. Creates a new limited license classification, “natural hair braider,” and adds definitions of “natural hair braider” and “natural hair braiding.” This new limited license incorporates hair braiding and related manipulation of the hair without the use of “dyes, reactive chemicals or other preparations to alter the color or structure of the hair.”
6. Changes the terms “shop” or “shops” to “salon” or “salons” wherever those terms appear in the law.
7. Rewords the provision prohibiting practice without a license to clarify it.
8. Establishes education, examination and licensing requirements for natural hair braiders:
 - a. Natural hair braider licenses may be issued to applicants who:
 - (1) Submit the application and fee within one year of the board’s promulgation of regulations required under the law.
 - (2) Demonstrate proof of practice of natural hair braiding for three consecutive years immediately prior to the date of application for licensure.
 - (a) Proof of practice includes:
 - i. Tax records of employment; and
 - ii. An affidavit from the applicant and the applicant’s immediate supervisor, where applicable.
 - (3) The board is required to accept the information provided without penalty to the applicant for possible unlicensed practice prior to the effective date of the subsection.
 - b. As a condition of renewal of the natural hair braiding license, within two years of initial licensure, natural hair braiders must provide the board with proof of completion of 150 hours of education from a school of cosmetology. The minimum course requirements are established as scalp care, hygiene, and occupational safety.
 9. Revises section 6 of the law pertaining to schools, by adding new language pertaining to the limited license classes and maintaining most of the existing requirements for schools but reorganizing them in order to make this provision easier to read and understand. Subsection (d) is a new provision which establishes the number of curriculum hours that a school must offer for each of the limited practice areas. For natural hair braiding, the course of study must comprise 300 hours; for nail technology, 200 hours; and for esthetics, 300 hours.
 10. Amends section 8, which currently makes it unlawful to practice cosmetology for pay in any location

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TO OBTAIN A COPY OF THE BEAUTY CULTURE LAW AND/OR REGULATIONS OF THE STATE BOARD OF COSMETOLOGY

These booklets are available for download from the Department of State Web site at www.dos.state.pa.us,
or you may request them through the board office at 717-783-7130, by fax at 717-705-5540,
by e-mail at st-cosmetology@state.pa.us, or in writing:
State Board of Cosmetology, PO Box 2649, Harrisburg, PA 17105-2649.
Be sure to provide your name and address with your request.

New Guidelines for Sanitation and Disinfection

The board voted to provide the following sanitation and disinfection guidelines. The board is currently working to incorporate these guidelines into a final regulation.

- (a) Equipment and implements that come in contact with a client's skin, scalp, hair or nails shall be subject to the following procedure after each client's use:
 1. **Step 1: Cleanse.** All equipment and implements shall first be cleansed.
 2. **Step 2: Disinfect.** All equipment and implements shall be disinfected following cleaning.
 3. **Step 3: Rinse and Dry.** The cleaned and disinfected objects shall be rinsed with clean water and dried with a clean towel.
 4. **Step 4: Store.** If not immediately used on a client, the cleansed, disinfected, rinsed and dried objects shall be stored in a clean, dry and closed container.
- (b) Only cleansed, disinfected, rinsed and dried equipment and implements shall be used on clients.
- (c) Equipment and implements which have come in contact with any unclean surface shall be subjected to the cleanse/disinfect/rinse and dry procedure prior to any client use.
- (d) Cleaning and disinfecting whirlpool footspas:
 1. Before use upon each patron, each whirlpool footspa shall be cleansed and disinfected in the following manner:
 - All water shall be drained and all debris removed from the spa basin.
 - The spa basin shall be cleansed with soap or detergent and water, and rinsed.
 - The spa basin shall be disinfected.
 - The spa basin shall be wiped dry with a clean towel.
 2. At the end of each day, each whirlpool footspa shall be cleansed and disinfected in the following manner:
 - The screen shall be removed, all debris trapped behind the screen removed, and the screen and the inlet cleansed.
 - Before replacing the screen, the screen shall be disinfected by one of the following methods:

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Amendment to Beauty Culture Law

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- other than a licensed shop, with the exception that a licensed cosmetologist may furnish cosmetology treatments to persons in their residences by appointment. The amendment makes it unlawful to practice any of the limited license professions for pay in any place other than a licensed cosmetology salon or salon licensed for one of the limited license practices. It also extends to the limited license classifications the exemption for furnishing treatments to persons in their residences by appointment.
11. Extends the prohibition on booth rental in cosmetology salons to esthetics salons, nail technology salons and natural hairstyling salons.
 12. Extends the temporary license privilege to all license classes, and requires temporary licensees to practice under the supervision of the holder of a cosmetology license, a teacher license, or a corresponding limited license.
 13. Creates the provision for cosmetology teachers of limited licenses such as Nail Technician Teacher, Esthetics Teacher and Natural Hair Braider Teacher in addition to the comprehensive Cosmetology Teacher.
 14. Lowers the age requirements for schools of cosmetology to enroll students who have completed an eighth grade education or the equivalent thereof. (Exam eligibility age was not changed.)

Sanitation and Disinfection

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- A. Flushing with a chlorine bleach solution of one teaspoon of five percent chlorine bleach to one gallon of water, OR
- B. Total immersion in an EPA-registered disinfectant with demonstrated bactericidal, fungicidal and virucidal activity, used according to the manufacturer's instructions.
- The spa system shall be flushed with low-sudsing soap and warm water for at least 10 minutes, after which the spa shall be rinsed and drained.
- 3. Every other week, after cleansing and disinfecting as provided in subsection (2) above, each whirlpool footspa shall be cleansed and disinfected in the following manner:
 - The spa basin shall be filled completely with water and one teaspoon of five percent bleach for each one gallon of water.
 - The spa system shall be flushed with the bleach and water solution for five to 10 minutes and allowed to sit for six to 10 hours.
 - The spa system shall be drained and flushed with water before use upon a patron.
- 4. A record shall be made of the date and time of each cleansing and disinfecting as required by subdivisions (2) and (3), which indicates whether the cleansing was a daily or bi-weekly cleaning. This record shall be made at or near the time of cleansing and disinfecting. Cleansing and disinfecting records shall be made available upon request by either a patron or a bureau representative.

(e) Cleansing and disinfecting noncirculating footspas:

Before use upon each patron, each noncirculating footspa shall be cleansed and disinfected in the following manner:

1. All water shall be drained and all debris removed from the spa basin.
2. The spa basin shall be cleansed with soap or detergent and water.
3. The spa basin shall be disinfected.
4. The spa basin shall be wiped dry with a clean towel.

Implements that should be sanitized after each use:

1. Sharps such as scissors, clippers, razors and crochet hooks
2. Combs, brushes, colorant temporary jars or dishes
3. Esthetic instruments
4. Manicuring instruments (not including toe separators)
5. Towels and linens

SALON IN CARE FACILITY

If you are interested in opening a beauty salon in a personal care facility or hospital, you should be aware of the salon requirements. There are floor space requirements, specifically, a minimum of 10 feet width and a total area of 180 square feet for a one-licensee salon and an additional 60 square feet for each additional licensee, as well as the requirement that all salons have a lavatory on the premises. The State Board of Cosmetology has defined "on the premises" as meaning within the square footage of the salon. If there is no lavatory within the salon but there is a public lavatory a reasonable distance away, a lavatory variance may be requested.

To obtain a salon application and information on salon requirements, contact the board via phone 717-783-7130, by fax 717-705-5540, by email st-cosmetology@state.pa.us, or by writing The State Board of Cosmetology, PO Box 2649, Harrisburg, PA 17105-2649. The application and instructions may also be downloaded from the board's Web site under board forms at www.dos.state.pa.us/cosmet.

Hair Loss

by Aginah Carter-Shabazz, Professional board member

Our young and older women are experiencing hair loss at a rapid pace. Below are some of the causes.

Baldness (Alopecia) caused by braids and bonded weaves.

Alopecia is a medical term for hair loss. There are various types of alopecia, such as Alopecia Areata and Traction Alopecia, which is normally caused by severe trauma and causes one to lose hair in small patches on his or her head that can then enlarge, causing severe baldness. Actually, you see a lot of this around the hairline and in the top of the scalp that has stretched from tight braids and bonded weaves. Baldness is also caused by constant stress on the hair follicle, due to continuous wearing of tight pony tails, long extension hair and most commonly hair braids, or hair weaving techniques. Some braiders will insist that in order for braids to look neat and to last any length of time without loosening, they need to be put in very tightly. Most natural hair stylists specializing in braids or weaves have great dexterity and strength in their fingers and wrist. It is important, when receiving this service, to let the stylist know if they are pulling too hard; however, it is my experience that some stylists normally insist that they need to be pulled tightly. However, if you continue to braid your hair tight on a regular basis (every six weeks or so), your hair will eventually pull away from the follicle, shortening the hair's lifespan.

Braids can sometime shorten your hair's lifespan.

The lifespan of an individual hair is on average between two to seven years. Overly stressing hair during braiding and bonded weave can encourage the hair to fall out, shortening its lifespan. You may say, "My hair isn't growing." It does grow every month, but you won't allow it to grow to any length because of how you treat it.

Scalp problems caused by braiding wet hair.

I have known stylists to wet or dampen the hair before they braid. Pulling the wet hair will stretch it to its fullest potential; this will, of course, depend on the condition and elasticity of the hair. As the hair dries, it will contract and try to return to its previous length, causing great stress on the hair follicle. This can cause severe headaches after the service. The

stylist may suggest that you take a pain killer, but why take pain killers as a result of tight braids, when you could actually prevent the pain. It can also cause sores to appear on the scalp, which in turn can become infected and very painful. These sores can also be caused by the stylist being too harsh when using sharp combs or non-sanitized implements during braiding.

Hair breakage caused by braiding too soon after a chemical service.

There are cases when braids are applied immediately after a chemical service. Some clients have asked why their hair is falling out when they have a natural hair style. This is not acceptable, because the hair after a chemical service does not have an optimum moisture level and is overly porous, and most importantly, has poor elasticity. Even if the hair does not break at the time of service, it could break within days or weeks after you take out the braids.

Caring for your braids.

For all of the above reasons, it is vital that once you have your braids, locks or weaves that you take care of them. Follow the stylist's instructions. Due to the lack of conditioning once your hair is braided or locked, some stylists may recommend that you do not condition for fear of the conditioner making the hair soft, thus loosening the style. I would recommend that, four weeks prior and after your appointment, you give your hair lots of nourishment. This means nourishing your hair with healthy shampoos and leave-in conditioners to restore your hair's moisture level to its optimum health. Especially important are treatments that improve elasticity. Give your hair a treatment at least once or twice a week. The scalp and skin on your face are connected. An unclean scalp can affect the skin on your face.

There is no reason at all that you cannot enjoy the experience of hair braids or weaves as long as you take the proper precautions. Go to a well-respected, licensed natural hair braider or stylist who uses good professional hair care products, and practices good sanitary, sterilization as prescribed by law. Always get a consultation.

Newsletter Q&A Salons

Q: How do I properly close my salon?

A: To close your salon, please return your salon license to the board office. Using permanent ink, write on the license "Closed," the effective date of closure and sign the license. You may also enclose a letter to the board. Upon receipt of these instructions, board staff will update our records.

Q: Can I use a roll-on wax product in my salon?

A: Yes. The board voted to approve the use of any wax application products including but not limited to roll-on, line-on and cartridge systems when used in accordance with manufacturer's education and instructions.

Q: Can I use credo tools to file calluses in my salon?

A: No, metal implements are prohibited to use on calluses, corns, etc. See the definition of Nail Technology in the cosmetology law. "Work or maintenance done to the nail or cuticle of the hands or the feet for cosmetic purposes including, and limited to, filing, polishing, coating, nipping, shaping, sculpturing and applying artificial tips and other extensions. The term does not include the removal of corns and calluses but does include the removal of thin, dry skin for cosmetic purposes with a pumice stone or similar nonmetal instrument."

Q: Can I rent a chair in my friend's salon?

A: No. Subcontracting is considered booth rental. Booth rental is prohibited under Cosmetology law. Section 8.1 "The rental of booth space by an owner of a cosmetology salon to any holder of a license issued under this act is unlawful."

Q: Can I offer laser services in my salon?

A: No. Please be aware that certain procedures and implements are considered medical in nature and must only be provided under the direction of a licensed physician. Unlicensed practice may be pursued as violations under the Medical Practice Act. Laser hair removal is one such procedure.

Q: Isn't my city business license sufficient to operate my salon?

A: No, you must also apply to the commonwealth for a state-issued facility renewable license.

Q: Can employees wear open-toed shoes in a salon?

A: The cosmetology regulations do not address footwear. The choice of appropriate foot wear would be determined by the salon owners.

Q: Is it dangerous to permit a patron to leave the chair while she has a chemical solution on her head?

A: Section 7.100 Permanent wave operation states: "A client may not be left unattended during the heating or processing period of a permanent wave operation." Please be advised that you cannot detain a person from leaving the chair or the salon premises (to use the lavatory, make a phone call or smoke a cigarette, etc.). You may advise the patron not to leave and you may request the patron sign a release statement that you will not be held liable to any damage cause by the unmonitored chemical application.

Q: Can a barber work in a cosmetology salon?

A: Yes. Barbers may provide barbering services in a cosmetology salon. These services include services very similar to cosmetologist services with the exception of nail services.

Barbering is defined as: "To shave or trim the beard; to cut, shape, trim or blend the hair with the proper tools or instruments designed for this purpose; to shape the eyebrows, to give facial and scalp massaging, facial and scalp treatment, with any preparations made for this purpose, either by hand or by mechanical or electrical appliances; to singe and shampoo the hair or apply any makes of hair cream, hair lotions or hair tonics; to dye, color or bleach

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Newsletter Q&A

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the hair and to perform any service on a wig or hairpiece; to style and to render hair straightening, hair processing, hair weaving, hair waving and curling, with such methods as: manual, mechanical, chemical or electrical with the proper devices or proper chemical compounds developed and designed for this purpose. The term shall not include any and all of the above services when performed by a member of one's immediate household." Likewise, a cosmetologist may be employed by a barbershop (refer to Section 8 of cosmetology law). However, a cosmetologist cannot be a manager of a barbershop.

Exams

Q: Why were there esthetician regulation-related questions on my nail technician exam?

A: There are questions based upon Pennsylvania law and regulations incorporated into the NIC exam administered in Pennsylvania. The commonwealth believes that its cosmetology licensees should be familiar with all of the laws and regulations pertaining to cosmetology in Pennsylvania so that the licensees are aware of what is expected of them as well as the limitations to their scope of practice. These licensees will then be better able to assist patrons.

Q: Can I still test if I lose my scheduling paper from PCS?

A: Yes. PCS has recently decided to handle both the practical and the theory test sites in the same manner. If you lose the scheduling paper sent to you from PCS, you may still appear at the test site and present two (2) forms of identification to be admitted to sit for the exam.

Q: What is needed in the "blood spill kit" for the practical exam?

A: The kit should include at a minimum: liquid stypitic or antiseptic, appropriate dressing for various injuries, multiple red or orange biohazard waste disposable bags, gloves or finger guards and antimicrobial cleanser.

Licensing

Q: How do the license cycles work?

A: Because of the volume of cosmetology licenses, there is a renewal every year. This does not mean that every license is renewed every year. A license is good for two years. Our largest license class, cosmetologist, is broken down into two groups: the even-year expiration and the odd-year expiration. The even-year also includes nail technicians, teachers and schools; the odd-year also includes estheticians and all types of salons. The natural hair braiders will also join the odd year expiration.

Q: Why are we licensing hair braiders?

A: It was established more than 15 years ago that the service of braiding came under the scope of practice of cosmetology. This determination was upheld in Commonwealth Court in *Ramata Diwara, et al, v. State Board of Cosmetology, No. 2246 C.D. 2003*, with the opinion rendered July 1, 2004. Members of the hair braiding community contacted their legislators to revise cosmetology law to create a new limited license for hair braiders. This law was signed by the governor as Act 99 on July 5, 2006.

Q: What is the difference between a renewal and a reactivation?

A: In order to "renew" a license, the renewal fee must be paid prior to the expiration of the license, i.e. Jan. 31. If a license is lapsed or inactive after the expiration date, then a reactivation application is used. On this application licensees declare whether or not they have been practicing during the lapsed period.

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Newsletter Q&A

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Q: Why does the board need my Social Security number?

A: The licensing boards are obligated to obtain a Social Security number for all licensees and permit holders because of a state law that became effective Jan. 1997. This was the result of Section 301.1(a)(2) of Act 124 of 1996 amending the Domestic Relations Code. Disclosing such a number is mandatory in order for this licensing board to comply with the requirements of the federal Social Security Act pertaining to child support enforcement, as implemented in the Commonwealth of Pennsylvania at 23 PA C.S. Section 4904.1(a). In order to enforce domestic support orders, at the request of the Commonwealth's Department of Public Welfare (DPW), this licensing board must provide to DPW information prescribed by DPW about the licensee, including the Social Security number. These numbers are also required for students in cosmetology schools. The quarterly hour report is a board form used toward licensure and requires a Social Security number. If a student is a legal alien who has not yet had the opportunity to obtain a Social Security number, the federal identification number provided upon their registration with the government (formerly INS number) may be substituted.

Q: What is the renewal fee?

A: The commonwealth's Independent Regulation Review Commission voted to increase cosmetology renewal fees effective October 2005. (Unfortunately, this information was too late to make the 2006 newsletter.) The new renewal fees are as follows:

Individual licenses: \$35.00 (including cosmetologist, esthetician, nail technician)

Teacher licenses: \$55.00

Facility licenses: \$60.00 (including cosmetology salon, esthetician salon, nail technology salon and, when available, natural hair braider salon)

School licenses: \$150.00

Q: Why do we have to renew online?

A: The Bureau of Professional and Occupational Affairs is pleased to embrace new technology. Pennsylvania advocates a progressive, modern attitude fitting the 21st century. In recent years, the licensing database was made available on the World Wide Web. Now licensees in all 27 of the boards and commissions under the Department of State can renew their licenses from the comfort of their own homes. If you do not own a computer, you can use that of a friend, relative or even the public library. However, you are not required to renew online but can still request the paper renewal application. Some of our licensees have seen so many changes in their lives including the evolution of telephones from party lines with a live operator making connections to cellular and satellite phones with text messaging and even Internet capability. It's even possible to renew your license using such an extraordinary device!

Cosmetology Board Active License Counts

As of Dec. 18, 2006

Cosmetologists	89,364
Cosmetology Teacher	9,567
Estheticians	3,536
Nail Technicians	13,593
Cosmetology Salon	15,444
Esthetician Salon	1,013
Nail Technology Salon	2,105
Cosmetology School	157
Cosmetology Apprentice	11
Total	131,631

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Monday

Cosmetology goes global! At Monday's general session, the International Cosmetology Licensing Organization (ICLO) took center stage. The key purpose of this developing organization is to unite cosmetologists internationally through the recognition of agreed industry qualifications. From our state board's perspective, it helps us to understand what we are presently regulating, and possibly what we will be regulating in the future. This organization is currently based in South Korea, with members from these countries:

- Australia
- Canada
- United Kingdom
- United States
- New Zealand
- Newly acquired – Republic of South Africa

Understand that this is not an international license, but rather a certificate of mobility.

Esthetics are the newest "up and coming" profession and it has been a well-known fact that the European market opened the door for this industry. The ICLO enables a portal to lay the groundwork for unprecedented competition among the cosmetology and barbering professions. If handled well, it will have dramatic results and impacts on the effectiveness of not only NIC's programs, but individual states' laws and regulations as well.

It was also mentioned to all present that a representative from the National Coalition of Esthetic and Related Associations (NCEA) will visit all 50 state boards. It is proposing "second tier licensure." An aggressive pursuit by the NCEA in this area will serve as a means to get legislation into order, much like we encountered with the hairbraiders. We were put into a reactive mode because new legislation was needed beforehand. This area, to us, is much like the industry of tattooing and piercing – we do not regulate it, yet the practice of permanent cosmetics, ultrasound, use of lasers, common plastic surgery procedures and electrolysis will be performed under the esthetician license. With their advanced curriculum, a percentage of hours are dedicated to "Medical Profession Interaction," which encompasses prescription drugs. We need to be ready for this. *[Editor's note: Pennsylvania does not have a second tier esthetician license.*

Additionally, use of lasers is regulated by the Board of Medicine.]

Global realities

"Collaborating with the Media" was presented on Monday afternoon by Terri Johnson, who showed that the media plays a dramatic role in educating the public on issues and potential hazards. A Power Point presentation of local news reports allowed a glimpse into an inspector's visit to several salons. The findings were shocking, and once again, not only the board, but the cosmetology profession itself was put into a reactive situation. Perhaps, when this occurs in our state, a mandatory continuing professional education (CPE) course could be put into play as a disciplinary action, rather than a punishment.

A specific issue addressed was pedicure spas and resulting infection outbreaks due to their use. Many states are requiring chlorination of pedicuring tubs because of this.

Discussions during this session turned to inspectors. Many questions came from states present. Most often, when a state imposed a citation, the salon was inspected a week later. A personal poll revealed that most states have their own inspectors and their salons are inspected annually. Some have a system by which the salons are "graded" and the grade is posted for the public, whereas we are considered lucky if our salons are inspected once every three years.

General Conference Notes

All attending states collectively identify CPE as an issue, and those states that participate in programs in this area say they would never do without.

One of the major talking points of the conference was collaboration: to aim at those most in need, asking, "Are we reaching our intended target?" There is widespread agreement that urgent action is needed to improve access – to information and technology issues. It is widely acknowledged that only a precious few are getting what they need; even then, they need to go way above and beyond what they should have to in order to gain more information or training.

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Appointment Committee Notes

Does the newly graduated cosmetologist have to stand behind a chair to learn all there is to know, or all he or she wants to learn about the profession? On the contrary, a cosmetologist who has a passion for the industry has the potential to possibly learn and do much more by not being confined to a salon. Everyone is different. Personally, I have done both, but am stuck with the latter. It opens things up for me to honor my own commitment to those we are here for. Why is it that we choose to force upon them the stopping point? They go to school, get licensed and work. Good – but not enough for most.

The State Board of Cosmetology does not only exist for the public and its safety any longer. That remains the main objective, but the reality is that our mission has become two-fold.

We are also here to further the profession of cosmetology, and to make professional education more easily attainable. According to conference recommendations, after we have established a CPE program, information should immediately be in our newsletter to tell all the other licensees in Pennsylvania.

What is the best way to address the needs of this

profession? Think about this: We are proactive in protecting the public, yet reactive in facilitating this profession. If this were to continue, we eventually would have an entire state we are only trying to protect, yet not further educate because the cosmetologist and sub-licensee have no mandatory methods of learning or re-learning; not only to make things new and important again, but because of the rapid growth of technology. This is the first proactive measure I believe we need to work on. Being proactive boosts our usefulness.

Perhaps the integration of the two approaches is the key to a successful system – providing wider access to a greater number. It is empowering. NIC endorses and fully encourages us in however far we wish to go, yet supports us wherever we stop.

Optimize on the failures and successes of others by analyzing them. Produce insights and recommendations, and place them into the more realistic world of scenarios, possibilities, contingencies and leading indicators. Then carry these results around the world!

Reminder...

Renew Your License Online

You are eligible to renew online if:

- You are currently in your license renewal period
- Your license is delinquent by no more than 30 days

First-time users need the following information:

- Pennsylvania License Number
- Registration Code
- Current mailing address
- Credit Card information
- E-mail address

Go to the Department's Web site at
www.dos.state.pa.us

Click on **RENEW a Professional License**
(www.myLicense.state.pa.us).

Then simply follow the instructions
to renew your license online.

A reminder to Cosmetology Schools

When your school has a change in school supervisor, please be sure to report this change to the board on the appropriate school change application.

Disciplinary Actions

The following is a chronological listing of disciplinary actions taken by the board from Nov. 2005 through Dec. 2006. Each entry includes the name, certificate or registration number (if any), and last known address of the respondent; the disciplinary sanction imposed; a brief description of the basis of the disciplinary sanction and the effective date of the disciplinary sanction.

Every effort has been made to ensure that the following information is correct. However, this information should not be relied on without verification from the Prothonotary's Office of the Bureau of Professional and Occupational Affairs. One may obtain verification of individual disciplinary action by writing the Prothonotary's Office at P.O. Box 2649, Harrisburg, PA 17105-2649; or telephoning (717) 772-2686. Please note that the names of persons listed below may be similar to the names of persons who have not been disciplined by the board.

Paul Q. Tu, t/d/b/a Eastern Lifestyles, Inc., unlicensed, of Easton, Northampton County, was assessed a \$500 civil penalty for maintaining an unlicensed shop. (02-22-05)

Quy Nguyen, license no. CO-221469L, of Bristol, Bucks County, was suspended by the Philadelphia County Court of Common Pleas on Oct. 17, 2005. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (11-21-05)

Kalsey L. Little, license no. CO-250277, of Pottstown, Montgomery County, was suspended by the Montgomery County Court of Common Pleas on Oct. 31, 2005. The court issued the suspension,

which was effective immediately, under section 4355 of the Domestic Relations Code. (11-23-05)

Crystal Lewis, aka Crystal Gallagher, license no. CO-250865, of Northampton, Northampton County, was assessed a civil penalty of \$500 in addition to the previous imposed penalty of \$250. Lewis failed to pay a civil penalty. (12-07-05)

Monica L. Reynolds, license no. CL-011760L, of Pittsburgh, Allegheny County, was suspended based on her failure to pay the civil penalty imposed by the board. (12-07-05)

Sandra Sullivan, license no. CL-178139, of Hatfield, Montgomery County, was suspended based on her failure to pay the civil penalty imposed by the board. (12-07-05)

Hayden W. Smith, Malachi Carter and David R. Brown, license no. CB-103956L, of Philadelphia, Philadelphia County, was assessed a civil penalty of \$1,500. Smith operated a shop on a lapsed license, operated a shop without proper management, did not have equipment required at the time of the inspection, did not have the consumer notice posted in the shop and used their shop for purposes other than providing cosmetology services. (12-08-05)

Cindy Phan, unlicensed, of Elkins Park, Montgomery County, was assessed a civil penalty of \$500. Phan practiced manicuring without a license. (12-08-05)

Eileen D. Regan, license no. CM-014636L, of Horsham, Montgomery County, was suspended based on her failure to pay the civil penalty imposed by the board. (12-08-05)

Beatrice Grose, license nos. CO-236436L and CB-108262, of Philadelphia, Philadelphia County, was assessed a civil penalty of \$500

for maintaining an unlicensed shop. (12-13-05)

Angela L. Feola, license no. CO-184866L, of West Palm Beach, FL, was suspended by the Lawrence County Court of Common Pleas on Nov. 28, 2005. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (12-13-05)

Vickie Russell, license no. CM-010967L, of Warminster, Bucks County, was suspended by the Montgomery County Court of Common Pleas on Dec. 19, 2005. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (01-04-06)

Sean Conlin, license no. CO-203692L, of Pittsburgh, Allegheny County, was suspended by the Allegheny County Court of Common Pleas on Nov. 10, 2005. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (01-09-06)

Gregory S. McCowin, Jr., license no. CL-016084L, of Philadelphia, Philadelphia County, was suspended by the Philadelphia County Court of Common Pleas on Dec. 29, 2005. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (01-10-06)

Karin Kovack, license no. CO-182107L, of Philadelphia, Philadelphia County, was suspended by the Philadelphia County Court of Common Pleas on Dec. 29, 2005. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (01-11-06)

Check www.dos.state.pa.us for updated disciplinary action reports.

Fringe, license no. CB-116975 of Southampton, Bucks County, was assessed a \$2,000 civil penalty. Fringe employed an unlicensed employee, provided manicuring services in a grossly incompetent and unethical manner, altered the physical dimensions of the shop without board approval, used the shop for other purposes aside from the practice of cosmetology, did not use towels in a sanitary manner, and did not use supplies in a sanitary manner. Fringe's non-licensed cosmetology shop employees did not have a physician's certification that they did not have an infectious, contagious, or communicable disease. (02-06-06)

Kiet Ho, license no. CY-109093 of Wilkes-Barre, Luzerne County, was assessed a \$1,000 civil penalty. Ho offered waxing services to customers, thereby maintaining an unlicensed cosmetology shop. Ho also was using razor blades, thereby providing pedicures in a grossly incompetent or in an unethical manner. (02-06-06)

Huong Beauty School, license no. CS-001515 of Philadelphia, Philadelphia County, was assessed a \$250 civil penalty. Huong Beauty School did not maintain appropriate student records. (02-06-06)

John Phan & JP Nails, license nos. CO-236340-L and CY-107156 of Waynesboro, Franklin County, were assessed a \$1,000 civil penalty. Cosmetology services were performed without a cosmetology license, they failed to maintain instruments in a sanitary condition and were found to possess a tool used for pedicure practices which are services outside the scope of a manicurist's license. (02-06-06)

Alfred L. Segro, license no. CO-198136-L of Lancaster, Lancaster County, was assessed a \$250 civil penalty. Segro practiced on a lapsed license. (02-06-06)

The Hair Cuttery, license no. CB-087256-L of Feasterville, Bucks County, was assessed a \$650 civil penalty. The Hair Cuttery did not

have the required equipment and supplies necessary, did not maintain the shop in a safe, orderly, and sanitary condition, failed to sanitize the equipment immediately after each use, failed to maintain the equipment in a sanitary condition at all times, did not keep unused cloth towels in a closed cabinet and did not use the supplies in a sanitary manner. (02-06-06)

Tina P. Dixon, license no. CO-235114L, of Philadelphia, Philadelphia County, was assessed a \$250 civil penalty, in addition to the previously imposed civil penalty of \$250. Dixon failed to pay a civil penalty. (02-08-06)

Helen Ngo Lam, t/d/b/a Regal Nails, license no. CY-105725L, of Lewistown, Mifflin County, was assessed a \$2,500 civil penalty. Lam's use of razor scissors in her manicuring shop constituted gross incompetency or dishonest or unethical practices, failed to supervise an employee holding only a temporary authority to practice manicuring, failed to maintain her manicuring shop in a sanitary condition, and employed an unlicensed employee and maintained an unlicensed cosmetology shop. (02-09-06)

Carla Blake, license no. CM-010040L, of Chester, Delaware County, was assessed a \$500 civil penalty for practicing cosmetology in a location other than a licensed shop. (02-22-05)

Jill A. Doyle, license no. CO-194902L, of Pittsburgh, Allegheny County, was assessed a \$250 civil penalty in addition to the previously imposed \$250 civil penalty. Doyle failed to pay a civil penalty. (03-10-06)

Michele Elby-Williamson, t/d/b/a Exclusively Michele's, license no. CB-106163L, of Harrisburg, Dauphin County, was assessed a \$250 civil penalty in addition to the previously imposed \$250 civil penalty. Elby-Williamson failed to

pay a civil penalty. (03-10-06)

Kelly A. Johnson, license no. CO176275L, of Bethel Park, Allegheny County, was assessed a \$250 civil penalty in addition to the previously imposed \$250 civil penalty. Johnson failed to pay a civil penalty. (03-10-06)

Narda C. King and Angela J. Jenkins, t/d/b/a Shear Joi Upscale Hair Design, license no. CB101423L, of Philadelphia, Philadelphia County, was assessed a \$250 civil penalty in addition to the previously imposed \$250 civil penalty. Shear Joi Upscale Hair Design failed to pay a civil penalty. (03-10-06)

Norma Molina t/d/b/a Flamor Unisex, license no. CB-109315, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty in addition to the previously imposed \$500 civil penalty. Flamor Unisex failed to pay a civil penalty. (03-10-06)

UNETHICAL OR UNLICENSED ACTIVITY

If you believe the practice or service provided by a licensed professional to be unethical, below an acceptable standard or out of the scope of the profession; or if you are aware of unlicensed practice, please call the Bureau of Professional and Occupational Affairs complaints hotline at:

In Pennsylvania:
1-800-822-2113

Out of State:
1-717-783-4854

A complaint form is available at www.dos.state.pa.us to file an online complaint, or to print and mail.

Disciplinary Actions

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Exavia Love t/d/b/a Exavia's Locks and Twists, unlicensed, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty for maintaining an unlicensed shop. (03-22-06)

Brenda L. Buckler, license no. CO-193238-L of Plains, Luzerne County, was assessed a \$500 civil penalty. Buckler practiced cosmetology for compensation in a place other than a licensed cosmetology shop. (04-03-06)

Anthony H. Bui, license no. CL-011495L, of Lopatcong, NJ, was suspended by the Philadelphia County Court of Common Pleas on March 21, 2006. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (04-03-06)

Do Nails, license no. CY-099261-L of Philadelphia, Philadelphia County, paid a civil penalty of \$1,000 because she performed cosmetology services in a grossly incompetent or unethical manner. (04-03-06)

Hollywood Nails, license no. CY-102258-L of Harrisburg, Dauphin County, paid a civil penalty of \$1,250. Hollywood Nails did not maintain the shop in a safe, orderly and sanitary condition, did not have current licenses available on the premises, did not sanitize equipment immediately after each use, did not maintain the equipment in a sanitary condition, did not use supplies in a sanitary manner, was performing waxing services without a license, rented booth space within the shop and used the shop for purposes other than those permitted in a manicurists shop. (04-03-06)

Royal Nails, license no. CY-106770 of Hazleton, Luzerne County, paid a civil penalty of \$1,500 because it employed two unlicensed individuals to work in a manicurists shop. (04-03-06)

James Ruggiero of Langhorne, Bucks County, paid a civil penalty of \$500 for practicing cosmetology without a license. (04-03-06)

Kathleen M. Sher, license no. CO-135619-L of Philadelphia, Philadelphia County, paid a \$500 civil penalty for practicing cosmetology with a lapsed license. (04-03-06)

Lisa A. Smith, license no. CM-013461-L of Todd, Huntingdon County, was assessed a \$1,000 civil penalty for practicing cosmetology in a place other than a licensed cosmetology shop. (04-03-06)

Young's Nail Salon, license no. CY-098291-L of Philadelphia, Philadelphia County, paid a \$2,250 civil penalty for employing three unlicensed individuals to work in a manicurists shop. (04-03-06)

Kristen Milburn, temporary permit 012455, of Philadelphia, Philadelphia County, was assessed a \$100 civil penalty for practicing cosmetology for compensation without a license. (04-06-06)

Theodore Nguyen t/d/b/a Tiffany's Nails and Tan, license nos. CZ-115256 and CY-193147, of King of Prussia, Montgomery County, was assessed a \$600 civil penalty for failure to have all licenses available on the premises and for employing an unlicensed individual. (04-06-06)

Robert Powell and Faith D. Brown, t/d/b/a VIP The Next Level, license no. CB-116795, of Allentown, Lehigh County, was revoked for failure to have current licenses available on the premises and for committing dishonest or unethical practices. (04-06-06)

The G & C Robins Company t/d/b/a Supercuts, license no. CB-105060L, of Phoenixville, Chester County, was assessed a \$250 civil penalty for failing to comply with a disciplinary order of the board. (04-10-06)

Patrick T. Shipley, license no. CO-195042L, of Conshohocken, Montgomery County, was assessed a \$250 civil penalty for failing to comply with a disciplinary order of the board. (04-10-06)

John Uong t/d/b/a California Nail, license no. CY-192716L, of Shippensburg, Franklin County, was assessed a \$500 civil penalty for failing to comply with a disciplinary order of the board. (04-10-06)

Venieta L. Briggs, license no. CO-212660L, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty for failing to comply with a disciplinary order of the board. (04-11-06)

Michael Carbonara, license no. CO-209427L, of Pompano Beach, FL, was assessed a \$250 civil penalty for failing to comply with a disciplinary order of the board. (04-11-06)

James L. Nathaniel t/d/b/a Diva African Hair Braiding, unlicensed, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty for maintaining an unlicensed cosmetology shop. (04-11-06)

Lan Thi Nguyen, license no. CL-021296L, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty for failing to comply with a disciplinary order of the board. (04-11-06)

Walter L. Sewell, license no. CO-217456L, of Pittsburgh, Allegheny County, was assessed a \$250 civil penalty for failing to comply with a disciplinary order of the board. (04-11-06)

Lisa Carol Toy, license no. CL-016894L, of Templeton, Armstrong County, was assessed a \$250 civil penalty for failing to comply with a disciplinary order of the board. (04-11-06)

Sabrina L. Zalar, license no. CO-150109L, of Pittsburgh, Allegheny County, was assessed a \$250 civil penalty for failing to comply with a disciplinary order of the board. (04-11-06)

Marliatou Bah t/d/b/a Marly's African Hair Braiding, unlicensed, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty for maintaining an unlicensed shop. (04-13-06)

Mohamed Diallo, unlicensed, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty for maintaining an unlicensed shop. (04-18-06)

Carla Blake, license no. CM-010040L, of Chester, Delaware County, was suspended for violating a lawful disciplinary order of the board by failing to pay a civil penalty. (04-20-06)

Loc B. Nguyen, license no. CL-007286R, of Pittsburgh, Allegheny County, was suspended by the Allegheny County Court of Common Pleas on April 4, 2006. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (04-20-06)

Jill A. Doyle, license no. CO-194902L, of Pittsburgh, Allegheny County, was suspended for violating a lawful disciplinary order of the board by failing to pay a civil penalty. (04-25-06)

Kelly A. Johnson, license no. CO-176275L, of Bethel Park, Allegheny County, was suspended for violating a lawful disciplinary order of the board by failing to pay a civil penalty. (04-25-06)

David A. Brown, Malachi A. Carter and Hayden W. Smith, t/d/b/a Dejavue Unisex Salon, license no. CB-103956L, of Philadelphia, Philadelphia County, was suspended for failing to pay a civil penalty. (04-26-06)

Narda C. King and Angela J. Jenkins t/d/b/a Shear Joi

Upscale Hair Design, license no. CB-101423L, of Philadelphia, Philadelphia County, was suspended for failing to pay a civil penalty. (04-25-06)

Michele Elby Williamson, license no. CO-230001L, of Hummelstown, Dauphin County, was assessed a \$250 civil penalty in addition to the previously imposed civil penalty of \$250 for a total civil penalty of \$500 based on her violation of a lawful disciplinary order of the board by failing to pay a civil penalty. (04-26-06)

Michele Elby Williamson t/d/b/a Exclusively Michele's, license no. CO-230001L, of Harrisburg, Dauphin County, was suspended for violating a lawful disciplinary order of the board by failing to pay a civil penalty. (04-26-06)

Tina P. Dixon, license no. CO-235114L, of Philadelphia, Philadelphia County, was suspended for failing to pay a civil penalty. (05-04-06)

Mary Gualtieri, license no. CO-051063L, of Punxsutawney, Jefferson County, was assessed a \$500 civil penalty for failing to pay a civil penalty. (05-11-06)

Rochelle Savage, license no. CO-201508L, of Philadelphia, Philadelphia County, was assessed a \$250 civil penalty for failing to pay a civil penalty. (05-11-06)

William Glover, III, license no. DS-025930L, of Winter Park, FL, was indefinitely suspended, issued a public reprimand and assessed a \$1,000 civil penalty until he satisfactorily proves he has complied with the disciplinary order of the Florida Board of Dentistry. (05-12-06)

Dario Padilla t/d/b/a D'Mary's Touch Salon Unisex, license no. CB-116139, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty in addition to the previously imposed civil penalty of \$500, for a total civil penalty of \$1,000. Padilla failed to pay a civil penalty. (05-12-06)

Anda's Nails, license nos. CY-192944 and CZ-115181 of Collegeville, Montgomery County, has paid a \$1,000 civil penalty because it violated the Act in that it was unethically utilizing Credo Tools on its clients and did not maintain the shop in a safe, orderly and sanitary condition. (06-05-06)

Annette J. Cardamone, t/d/b/a Styles by Cardamone Salon and Day Spa, license nos. CO-168260-L and CB-088751-L of Pittsburgh, Allegheny County was ordered to pay a \$500 civil penalty because she operated a cosmetology shop on an expired license. (06-05-06)

High Tech Studio and Spa, license no. CB-106212 of Philadelphia, Philadelphia County, was assessed a \$2,350 civil penalty because it employed unlicensed individuals, did not have current licenses or permits available on display on the premises at the time of an inspection and three non-licensed cosmetology shop employees did not have physician's certification that the employees do not have an infectious, contagious, or communicable disease. (06-05-06)

Dana M. Kerston, license no. CO-216349L of McKeesport, Allegheny County, was assessed a \$250 civil penalty because Kerston practiced cosmetology during the period of time in which her license was lapsed. (06-05-06)

Salon La Vogue, license no. CB-117052 of Southampton, Bucks County, was assessed a \$350 civil penalty. Salon La Vogue did not maintain equipment in a sanitary condition at all times and removed corns and/or calluses with a razor. (06-05-06)

Luong T. Tran, license no. CL-011437-L of Upper Darby, Delaware County, was assessed a \$500 civil penalty. Tran maintained an unlicensed manicurist shop. (06-05-06)

Disciplinary Actions

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Michelle Giambrone a.k.a. Michelle Miller, license no. CL-006673L, of Jamison, Bucks County, was assessed a \$300 civil penalty for practicing manicuring on a lapsed license. (06-08-06)

Gail Jones and Wendy Stroud t/d/b/a Gail Jones and Wendy Stroud Shear Perfection, license no. CB-093843-L, of Philadelphia, Philadelphia County, was suspended for failing to pay a civil penalty. (06-13-06)

Coulibaly Kadiatous t/d/b/a Kadiatous African Braid, unlicensed, of Philadelphia, Philadelphia County, was assessed a civil penalty in the amount of \$500 based on operating a shop without a license. (06-13-06)

Patricia A. Rocco, t/d/b/a Rocco's Club Hair, license no. CB-117236, of Hermitage, Mercer County, was assessed a \$500 civil penalty for operating a cosmetology shop without a license. (06-16-06)

Executive Hair Co., license no. BO-107877 of Philadelphia, Philadelphia County, was assessed a \$300 civil penalty because Executive Hair Co. violated a lawful disciplinary order of the board. (06-19-06)

Paul J. Fragale and Victoria Olshansky, t/d/b/a La Vita Bella, license no. CB-115850, of Norristown, Montgomery County, was assessed a \$250 civil penalty. Fragale and Olshansky operated as a cosmetology shop on a lapsed license. (06-19-06)

Crystal Lewis a.k.a. Crystal Gallagher, license no. CO-250865, of Bethlehem, Lehigh County was suspended based on her failure to remit a civil penalty imposed by the board. (07-12-06)

Michele Brady t/d/b/a Le Bomb Chele, license nos. CO-220753L and CB-108189, of Philadelphia, Philadelphia County, was assessed

a \$650 civil penalty. Brady failed to comply with equipment requirements, maintaining an unsanitary shop, and operated a shop on a lapsed license. (07-17-06)

Anita L. Jacobs, license no. CO-216302L, of Philadelphia, Philadelphia County, was assessed a \$250 civil penalty in addition to the previously imposed \$250 civil penalty, for a total civil penalty of \$500. Jacobs failed to pay a civil penalty. (07-17-06)

Matthew A. Thorpe, license no. CO-216827L, of Emmaus, Lehigh County, was assessed a \$500 civil penalty. Thorpe practiced on a lapsed license from Jan. 31, 2003 until Oct. 10, 2003. (07-17-06)

Nicole Hopkins t/d/b/a 100% U, Inc., unlicensed, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty in addition to the previously imposed \$500 civil penalty, the balance of which is \$475, for a total civil penalty of \$975. Hopkins operated a cosmetology shop without a license. (07-18-06)

Joseph Johnson and Diane Johnson t/d/b/a Eunique Experience, license no. CB-080190L, of Philadelphia, Philadelphia County, was assessed a \$250 civil penalty in addition to the previously imposed \$250 civil penalty, for a total civil penalty of \$500, for failing to pay a civil penalty. (07-18-06)

Kyong-Aie Thomas t/d/b/a Chop Shop Lock Smith, license no. CB-096290L, of Philadelphia, Philadelphia County, was assessed a \$100 civil penalty in addition to the previously imposed \$100 civil penalty, for a total civil penalty of \$200 for failing to pay a previously imposed civil penalty. (07-18-06)

Juana Taveras, license no. CO-253611, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty for practicing cosmetology without a license for approximately

18 months prior to receiving a license from the board. (07-18-06)

Tabatha Lynn Johnston, license no. CO-230751L, of Williamsport, Lycoming County, was assessed a \$250 civil penalty in addition to the previously imposed civil penalty of \$250 for a total civil penalty of \$500. Johnston failed to pay a civil penalty. (07-19-06)

Khane Jhony t/d/b/a Fancy Nail, license no. CZ-115372, of Philadelphia, Philadelphia County, was assessed a \$250 civil penalty. Jhony did not have the requisite equipment and supplies for a cosmetician shop and failed to have clean towels in a closed cabinet. (07-19-06)

Nikia L. Loner, license no. CO-229503L, of Mt. Union, Huntingdon County, was assessed a \$250 civil penalty in addition to the previously imposed civil penalty of \$250, the balance of which is \$100, for a total civil penalty due of \$350, for violating a lawful disciplinary order of the board by failing to pay a civil penalty. (07-19-06)

Lam Dan Thi Son t/d/b/a Germantown Nail Salon, unlicensed, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty. Son operated a manicurist shop without possessing a license for the shop. (07-19-06)

Hoa Van Le unlicensed, of Philadelphia, Philadelphia County, was assessed a \$1,000 civil penalty for practicing manicuring without a license. (07-19-06)

Vin Mar Beauty Corp. t/d/b/a Haircrafters, license no. CB-066010L, of Erie, Erie County, was assessed a \$250 civil penalty in addition to the previously imposed civil penalty

of \$250, for a total civil penalty of \$500, for violating a lawful disciplinary order of the board by failing to pay a civil penalty. (07-19-06)

Victor E. Young t/d/b/a Vixx Styling Salon, license no. CB-104463L, of Philadelphia, Philadelphia County and New Castle, DE, was assessed a \$1,750 civil penalty. Young employed unlicensed employees, failed to have current licenses available on the premises, failed to have the requisite equipment and supplies for a cosmetology shop and operated a cosmetology shop on a lapsed license. (07-19-06)

Rosalind T. Brookman, license no. CQ-001238L, of Yardley, Bucks County, was assessed a \$1,500 civil penalty. Brookman maintained an unlicensed cosmetician shop in her home, provided cosmetician services for compensation in a place other than a licensed cosmetician shop and rendered cosmetician services in a grossly incompetent or unethical manner. (08-07-06)

Cindy's Nails Full Service Nail Salon license no. CY-100621-L, of Philadelphia, Philadelphia County, was assessed a \$1,050 civil penalty. The salon performed waxing services in a manicuring shop, thereby maintaining an unlicensed cosmetology shop, and did not have the minimum equipment needed for a manicuring shop. (08-07-06)

Dorothy M. Cipriotti, license no. CB-108107, of Havertown, Delaware County, was assessed a \$500 civil penalty. Cipriotti operated a cosmetology shop on a lapsed license, failed to have the minimum equipment needed for a cosmetology shop, and used towels in an unsanitary manner. (08-07-06)

Four Seasons Hotel Philadelphia, license no. CZ-106509, of Philadelphia, Philadelphia County, was assessed a \$350 civil penalty because its shop did not contain

the minimum required equipment and did not have current licenses at the shop for three of its employees available at the time of an inspection. (08-07-06)

Arthur S. Kirsh t/d/b/a Coiffure L'Etoile, license nos. BL-049996L and CB-117548, of Philadelphia, Philadelphia County, were assessed a \$500 civil penalty. Kirsh operated an unlicensed cosmetology shop. (08-07-06)

L'Official Coiffures Inc., license no. CB047668-L, of Reading, Berks County, was assessed a \$2,000 civil penalty because two unlicensed individuals were employed to practice cosmetology in the shop. (08-07-06)

Linh T. Nguyen, license no. CO-223447L, of Philadelphia, Philadelphia County, was assessed a \$1,000 civil penalty. Nguyen maintained an unlicensed shop. (08-07-06)

Nu Pham and Nail Spa, license nos. CL-007436R and CY-109265, of Lancaster, Lancaster County, were assessed a \$1,000 civil penalty because the shop did not contain the minimum required equipment, was performing waxing services in a manicurist shop and for unethical practices in that they were using Credo tools in a manicurist shop. (08-07-06)

Robin Yeager, license no. CO-196521L, of Philadelphia, Philadelphia County, was assessed a \$250 civil penalty. Yeager did not have her current cosmetology license or permit available at the time of a routine inspection. (08-07-06)

Patricia A. Rocco t/d/b/a Rocco's Club Hair, license no. CB-117236, of Hermitage, Mercer County, was suspended for failing to pay a \$500 civil penalty. (08-08-06)

Can T. Pham t/d/b/a S C Nail, license no. CY-109179, of Philadelphia, Philadelphia County, was assessed a

\$1,200 civil penalty. Pham was practicing manicuring in a grossly incompetent or unethical manner, the shop was not maintained in a safe, orderly and sanitary condition, did not have the minimum equipment needed for a manicurist shop and was performing waxing services in a manicurist shop, thereby practicing cosmetology without a license. (10-02-06)

Noemi Portes-Diaz, license no. CO257293, of Reading, Berks County, was assessed a \$1,000 civil penalty. Portes-Diaz was practicing cosmetology without a license. (10-02-06)

Irma Reyes t/d/b/a Irma Reyes Beauty Shop, license no. CB-089897-L, of Philadelphia, Philadelphia County, was assessed a \$500 civil penalty. Reyes's cosmetology shop was being used for purposes outside the scope of a cosmetology shop license. (10-02-06)

Minerva G. Sanchez, t/d/b/a Preciosa Hair Salon, license no. CB-115531, of Philadelphia, Philadelphia County, was assessed a \$1,000 civil penalty. Sanchez employed an unlicensed employee. (10-02-06)

Jennifer Vo, t/d/b/a Exquisite Nails, license no. CY-108052 and CZ-115579, of Pittston, Luzerne County, was assessed a \$2,250 civil penalty because Vo employed an unlicensed employee, was practicing cosmetology in a grossly incompetent or an unethical manner and the shop was not maintained in a safe, orderly and sanitary condition. (10-02-06)

Kevin T. Gaskins, license no. CO-234027L, of Upper Darby, Delaware County, was suspended by the Philadelphia County Court of Common Pleas on Oct. 23, 2006. The court issued the suspension, which was effective immediately, under section 4355 of the Domestic Relations Code. (11-07-06)

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