CALIFORNIA STATE BOARD OF BARBERING AND COSMETOLOGY

BarberCosmo
Board of Barbering & Cosmetology

NOVEMBER 16, 2026

Board Meeting

Wyndham San Diego Bayside
1355 North Harbor Drive
East Coast Ballroom
San Diego, CA 92101

BarberCosmo
Board of Barbering & Cosmetology

BUSINESS AND CONSUMER SERVICES AGENCY • GAVIN NEWSOM, GOVERNOR
DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
P.O. Box 944226, Sacramento, CA 94244-2260
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STATE BOARD OF BARBERING AND COSMETOLOGY
NOTICE OF MEETING

November 16, 2026
09:00 a.m. – Until Completion of Business

Board Members:
Tonya Fairley, President
Danielle Muñoz, Vice President
Anthony Bertram
Michelle Edgar
Megan Ellis
Taylor Gallanter
Dr. Yolanda Jimenez
Sinar Lomeli
Tamika Miller
Calimay Pham
Steve Weeks

Action may be taken on any item listed on the agenda.

The State Board of Barbering and Cosmetology (Board) will meet in accordance with Government Code section 11122.5, subdivision (a), at the following location:

Wyndham San Diego Bayside
1355 North Harbor Drive
East Coast Ballroom
San Diego, CA 92101
(619) 232-3861

AGENDA

1. Call to Order/Roll Call/Establishment of Quorum

2. Petition for Reinstatement Hearings
   a) Dung My Luu, Petition for Reinstatement of License Nos. M268502 and Z62477
   b) Peter Nguyen, Petition for Reinstatement of License No. M110156

CLOSED SESSION

3. Pursuant to Government Code Section 11126(c)(3), the Board will Meet in Closed Session to Deliberate and Decide on Disciplinary Matters, Including the Above Petitions, Stipulated Settlements, and Proposed Decisions

RECONVENE OPEN SESSION

4. Report and Update from Department of Consumer Affairs (DCA)

5. Discussion and Approval of August 17, 2026 Board Meeting Minutes

6. Proposed Board Meeting Dates and Locations for 2027

7. Executive Management Reports
   a) Administration and Operations
   b) Licensing, Examinations, and Disciplinary Review Appeals
   c) Enforcement, Inspections, and Cite and Fine
   d) Outreach Update
   e) Strategic Plan Update

8. Discussion Regarding Examination Results by Content Area

9. Discussion Regarding Establishment Owner Responsibilities

10. Discussion Regarding Booth Renters History and State Comparison

11. Update, Discussion, and Possible Action on 2025-2026 Chaptered Legislation:
    a) Assembly Bill (AB) 2771 (Berman, Chapter 2017, Statutes of 2026) California Private Postsecondary Education Act of 2009
    b) Senate Bill (SB) 1363 (Wahab, Chapter 233, Statutes of 2026) Barbering and Cosmetology

12. Discussion and Possible Action on Legislative Proposal to Amend Business and Professions Code (BPC) Sections 7321, 7321.5, 7322, 7324, 7326, 7330, 7332.1, 7332.2, 7333, 7334, 7334.1, 7355, and 7411, and Add BPC Section 7428 Regarding Barbering and Cosmetology

13. Discussion and Possible Action on Legislative Proposal to Amend BPC Section 7401 Regarding Information Required to be Reported to Board Upon License Renewal

14. Update, Discussion, and Possible Action Regarding Rulemaking Proposals:
    a) Status Update on Pending Regulations
       (1) Update Regarding Rulemaking to Amend California Code of Regulations (CCR), Title 16, Sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, and 927 (Apprenticeship)
       (2) Update Regarding Rulemaking to Amend CCR, Title 16, Sections 977, 978, 979, 980, 980.1, 980.2, 980.3, 980.4, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, and 995 (Health and Safety)
       (3) Update Regarding Rulemaking to Adopt CCR, Title 16, Section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)
       (4) Update Regarding Rulemaking to Amend CCR, Title 16, Sections 940, 941, 950.10, 950.12, 962, 962.1, and 962.2 (Schools and Externs)
       (5) Update Regarding Rulemaking to Adopt CCR, Title 16, Section 974.4 (Remedial Education)
    b) Discussion and Possible Action to Initiate a Rulemaking to Amend CCR, Title 16, Section 969 (Delegation of Certain Functions to Executive Officer)

15. Public Comment on Items Not on the Agenda
    Note: The Board may not discuss or take any action on any item raised during this public comment section, except to decide whether to place the matter on the agenda of a future meeting (Government Code Sections 11125, 1125.7(a))

RECONVENE CLOSED SESSION

16. Pursuant to Government Code Section 11126(a)(1), the Board Will Meet in Closed Session to Conduct the Executive Officer's Performance Review

RECONVENE OPEN SESSION

17. Adjournment

Information regarding the meeting is available by contacting Monica Burris at (279) 280-8517, email: monica.burris@dca.ca.gov, or send a written request to the State Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. This agenda can be found on the State Board of Barbering and Cosmetology website at www.barbercosmo.ca.gov. The time and order of agenda items are subject to change at the discretion of the Board President and may be taken out of order. In accordance with the Bagley-Keene Open Meeting Act, all meetings of the Board are open to the public.

This meeting will be Webcast, provided there are no unforeseen technical difficulties or limitations. To view the Webcast, please visit https://thedcapage.blog/webcasts/. Using the Webcast link will allow only for observation with closed captioning. Webcast availability cannot be guaranteed due to resource limitations or technical difficulties. The meeting will not be cancelled if Webcast is not available. Meeting adjournment may not be Webcast if it is the only item that occurs after a closed session.

Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Board prior to the Board taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Board, but the Board President may, at their discretion, apportion available time among those who wish to speak. Individuals may appear before the Board to discuss items not on the agenda; however, the Board can neither discuss nor take official action on these items at the time of the same meeting (Government Code sections 11125, 11125.7(a)). Members of the public may, but are not obligated to, provide their names or personal information as a condition of attending the meeting. (Government Code section 11124.)

The meeting location is accessible to the physically disabled. A person who needs disability-related accommodations or modifications to participate in the meeting may make a request by contacting: Monica Burris at (279) 280-8517, email: monica.burris@dca.ca.gov, or send a written request to the State Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. Providing your request at least five (5) business days before the meeting will help ensure availability of the requested accommodations. TDD Line: (916) 322-1700

DRAFT

State Board of Barbering and Cosmetology
Meeting Minutes
August 17, 2026

Physical Location:
Department of Consumer Affairs
1625 North Market Boulevard, Hearing Room
Sacramento, CA 95834

Additional Public Participation:
Teleconference/WebEx Events

BOARD MEMBERS PRESENT
Tonya Fairley, President
Danielle Muñoz, Vice President
Anthony Bertram
Megan Ellis
Taylor Gallanter (Remote)
Sinar Lomeli (Remote)
Tamika Miller
Calimay Pham
Steve Weeks

STAFF MEMBERS PRESENT
Kristy Underwood, Executive Officer
Carrie Harris, Deputy Executive Officer (Remote)
Allison Lee, Board Project Manager
Monica Burris, Executive Analyst
Tara Welch, Board Counsel, Attorney IV, Legal Affairs Division, Department of Consumer Affairs

BOARD MEMBERS ABSENT
Michelle Edgar
Dr. Yolanda Jimenez

1. **Call to Order/ Roll Call/ Establishment of Quorum**

   President Tonya Fairley called the meeting to order at 10:03 a.m. Monica Burris called roll, and a quorum was established.

2. **Report and Update from Department of Consumer Affairs (DCA)**

   There was no action or public comment on this item.

3. **Review and Approval of May 18, 2026 Board Meeting Minutes**

   Motion: Calimay Pham moved, and Megan Ellis seconded, a motion to approve the May 18, 2026 Board Meeting Minutes, as revised at this meeting.

   Public Comment: There were no public comments received.

   Roll Call Vote: Motion to approve the May 18, 2026 Board Meeting Minutes, as revised at this meeting, carried: 9 yes, 0 no, and 0 abstain, per the following roll call vote: Board Members voted “Yes”: Tonya Fairley, Danielle Muñoz, Anthony Bertram, Megan Ellis, Taylor Gallanter, Sinar Lomeli, Tamika Miller, Calimay Pham, Steve Weeks.

4. **Presentation on New Federal Department of Education Rule Regarding Accountability in Higher Education and Access Through Demand-Driven Workforce Pell: Student Tuition and Transparency System and Earning Accountability – *Lisa Lee, Owner, Hoss Lee Academy, and Nicole del Castillo, Director of Education, Hoss Lee Academy***

   There was no action or public comment on this item.

5. **Executive Management Reports**
   a) **Administration and Operations**
   b) **Licensing, Examinations, and Disciplinary Review Appeals**
   c) **Enforcement, Inspections, and Cite and Fine**
   d) **Outreach Update**
   e) **Strategic Plan Update**

   There was no action or public comment on this item.

6. **Update, Discussion, and Possible Action on 2025-2026 Legislation**
   a) **Assembly Bill (AB) 2771 (Committee on Business and Professions, 2026) California Private Postsecondary Education Act of 2009**
   b) **Senate Bill (SB) 1363 (Wahab, 2026) Barbering and Cosmetology**

   Motion: Steve Weeks moved, and Danielle Muñoz seconded, a motion for the Board to take a support position on SB 1363.

   Public Comment: Public comment was received from:
   - Jennifer Erickson, Silicon Valley Apprenticeship Program for Barbering and Cosmetology

   Roll Call Vote: Motion to approve the Board to take a support position on SB 1363 carried: 9 yes, 0 no, and 0 abstain, per the following roll call vote: Board Members voted "Yes": Tonya Fairley, Danielle Muñoz, Anthony Bertram, Megan Ellis, Taylor Gallanter, Sinar Lomeli, Tamika Miller, Calimay Pham, Steve Weeks

7. **Update, Discussion, and Possible Action on Pending Regulations**
   a) **Status of Pending Regulations**

   There was no action or public comment on this item.

8. **Public Comment on Items Not on the Agenda**

   There was no action on this item.

   Public Comment: Public comment was received from:
   - David Arias
   - Jamie Scrahbeck, Precision Nails
   - Jennifer Erickson, Silicon Valley Apprenticeship Program for Barbering and Cosmetology

- Myrlen Mongue

9. Future Agenda Items and Next Meeting Dates

There was no action on this item.

Public Comment: Public comment was received from:

- Jennifer Erickson, Silicon Valley Apprenticeship Program for Barbering and Cosmetology

10. Adjournment

President Tonya Fairley adjourned the meeting at 12:17 pm.

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Proposed Board Meeting Dates and Locations for 2027

February 1, 2027 – Board Meeting/Reinstatement
Tentative Location: Burbank

May 17, 2027 – Board Meeting/Reinstatement
Tentative Location: Southern California

August 16, 2027 – Board Meeting/Reinstatement
Tentative Location: Sacramento

November 8, 2027 – Board Meeting/Reinstatement
Tentative Location: Southern California

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Administration and Operations

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
7	1

We are currently recruiting for an Analyst III, to serve as the Board's Regulations Specialist.

Staff Training

BBC is committed to supporting the development of staff's knowledge, skills, and abilities that they will use throughout their careers. As part of this commitment, we partner with SOLID to deliver a minimum of four training courses per year that are tailored to the Board's staff needs. This training is in addition to the training that SOLID provides throughout the year for all Department staff.

During the last week of July, all Inspectors and Special Investigators convened in Sacramento for multiple days of in-person training. On Tuesday July 28, the California Highway Patrol (CHP) provided De-Escalation and Situational Awareness training. On Wednesday, July 29, DCA's Division of Investigation staff provided training on Situational Awareness and Navigating Escalations. Additional training was provided to the Inspectors and Special Investigators throughout their time at Headquarters by Board staff. Covered topics included MIP- Final Actions, Conducting School Inspections, Travel and Vehicle Policies, Cal HR Employee Assistance Programs and other HR-related topics.

In August all staff received training in and then participated in the state-wide Biennial Language Survey. This survey documents all Board staff's public contact over a 2-week period to measure BBC's compliance with the Dymally Alatorre Bilingual Services Act, which ensures limited English proficient individuals receive equal access to services. Our team took great care in documenting their interactions with California consumers.

On August 21, the Board HR Liaison held the third quarter HR Open Forum with all managers and supervisors. These forums begin with training on an HR specific topic and end with an open Q&A session. This gives managers and supervisors the opportunity to discuss policies, procedures, and best practices related to state personnel processes. During this forum, we examined statewide hiring

requirements and internal hiring processes. We also reviewed CalHR's new Employee Assistance Program and wellness benefits.

In September all headquarters staff completed a new SOLID Fire Extinguisher Training and attended a Quarterly Safety Meeting where safety policies and procedures were reviewed, to better prepare us all for any emergency to come.

Budget Expenditure Reports and Fund Condition

Below is the Budget Report Fiscal Year (FY) 25/26 Expenditures based on Fiscal Month 13 (FM). Based on these expenditures, the Board is scheduled to revert $1,030,298 back into the Board's Fund.

Board of Barbering and Cosmetology
FM 13 Fiscal Year 25/26

Personnel Services	Allotment	Current Expenditures	Current Balance
5100 Permanent	$5,804,000	$5,038,260	$765,740
5100 Temporary	$587,000	$572,424	$14,576
5105-5108 Per Diem, Overtime & Lump Sum	$0	$9,701	($9,701)
5150 Staff Benefits	$3,521,000	$3,336,748	$184,252
5170 Salary Savings	$0	$0	$0
Total of Personnel Services	**$9,912,000**	**$8,957,133**	**$954,867**
Operating Expenses & Equipment (OE&E)	**Allotment**	**Current Expenditures**	**Current Balance**
5301 General Expense	$364,000	$149,715	$214,285
5302 Printing	$250,000	$445,226	($195,226)
5304 Communication	$21,000	$40,587	($19,587)
5306 Postage	$232,000	$40,061	$191,939
5308 Insurance	$4,000	$6,623	($2,623)
53202-204 Travel In State	$73,000	$95,731	($22,731)
53206-208 Travel, Out-of-State	$0	$0	$0
5322 Training	$11,000	$2,042	$8,959
5324 Facilities Operations	$751,000	$287,778	$463,222
53402-53403 Attorney General, OAH, C&P Services Interdepartment	$1,672,000	$1,349,340	$322,660
53404-53405 Consultant & Professional Services. - External	$1,793,000	$2,710,892	($917,892)
5342 DCA Pro Rata	$6,544,000	$6,207,689	$336,311
5342 Interagency Services	$1,000	$110,127	($109,127)
5344 Consolidated Data Center	$68,000	$42,645	$25,355
5346 Information Technology	$38,000	$77,795	($39,795)
5362-5368 Equipment	$168,000	$300,721	($132,721)
5390 Other Items of Expense & Vehicles	$41,000	$77,558	($36,558)
54 Special Items and Expenses	$0	$11,038	($11,038)
Total Operating Expenses & Equipment	**$12,031,000**	**$11,955,569**	**$75,431**
Total Expenses	**$21,943,000**	**$20,912,702**	**$1,030,298**
Schedule Reim. Other	-	-	-
Net Appropriation	**$21,943,000**	**$20,912,702**	**$1,030,298**
		SURPLUS/(DEFICIT)	**4.7%**

The figures above are estimates provided by DCA Budgets, based on recent trends and historical data. If a significant change in spending is observed, the Allotment and Projected Expenditures are adjusted accordingly.

Below is the Budget Report Fiscal Year (FY) 26/27 Expenditures based on Fiscal Month 3 (FM) September 2026. FY 26/27 has an increased budget of 0.59% or an additional allocation of $131,000 over the FY 25/26 budget. It is estimated that DCA Budgets will set initial projections by FM4.

Board of Barbering and Cosmetology
FM 3 Fiscal Year 26/27

Personnel Services	Allotment	Current Expenditures	Current Balance
5100 Permanent	$5,804,000	$1,265,193	$4,538,807
5100 Temporary	$587,000	$116,193	$470,807
5105-5108 Per Diem, Overtime & Lump Sum	$0	$0	$0
5150 Staff Benefits	$3,543,000	$840,320	$2,702,680
5170 Salary Savings	$0	$0	$0
Total of Personnel Services	**$9,934,000**	**$2,221,706**	**$7,712,294**
Operating Expenses & Equipment (OE&E)	**Allotment**	**Current Expenditures**	**Current Balance**
5301 General Expense	$364,000	$2,808	$361,192
5302 Printing	$250,000	$95,472	$154,528
5304 Communication	$21,000	$5,608	$15,392
5306 Postage	$232,000	$0	$232,000
5308 Insurance	$4,000	$4,049	($49)
53202-204 Travel In State	$73,000	$10,818	$62,182
53206-208 Travel, Out-of-State	$0	$0	$0
5322 Training	$11,000	$1,977	$9,023
5324 Facilities Operations	$751,000	$67,122	$683,878
53402-53403 Attorney General, OAH, C&P Services Interdepartment	$1,672,000	$1,100	$1,670,900
53404-53405 Consultant & Professional Services. - External	$1,793,000	$201,990	$1,591,010
5342 DCA Pro Rata	$6,604,000	$3,302,000	$3,302,000
5342 Interagency Services	$1,000	$0	$1,000
5344 Consolidated Data Center	$68,000	$0	$68,000
5346 Information Technology	$38,000	$1,086	$36,914
5362-5368 Equipment	$217,000	$805	$216,195
5390 Other Items of Expense & Vehicles	$41,000	$10,692	$30,308
54 Special Items and Expenses	$0	$0	$0
Total Operating Expenses & Equipment	**$12,140,000**	**$3,705,525**	**$8,434,475**
Total Expenses	**$22,074,000**	**$5,927,231**	**$16,146,769**
Schedule Reim. Other	-	-	-
Net Appropriation	**$22,074,000**	**$5,927,231**	**$16,146,769**
		SURPLUS/(DEFICIT)	**-**

The figures above are estimates provided by DCA Budgets, based on recent trends and historical data. If a significant change in spending is observed, the Allotment and Projected Expenditures are adjusted accordingly.

In FY 23/24, the Governor's budget authorized a $15 million loan from the Board of Barbering and Cosmetology Contingent Fund to the General Fund per the Budget Act of 2023. It is currently expected to be paid back to the Board on June 30, 2029. In FY 25/26, the Governor's budget authorized a $15 million loan from the Board of Barbering and Cosmetology Contingent Fund to the General Fund. It is currently expected to be paid back to the Board in FY 28/29.

The analysis below of the Board's Fund Condition projects to have 12.2 months in reserve after FY 26/27. This means the Board would be able to continue operating for 12.2 months without collecting additional revenue.

0069 - Barbering and Cosmetology Contingency Fund Analysis of Fund Condition
(Dollars in Thousands)
2026-27 Governor's Budget

	Actuals 25-26	CY 26-27	BY 27-28	BY +1 28-29	BY +2
BEGINNING BALANCE	$ 39,477	$ 24,651	$ 25,150	$ 24,651	$ 53,451
Prior Year Adjustment	$ 641	$ -	$ -	$ -	$ -
Adjusted Beginning Balance	$ 40,118	$ 24,651	$ 25,150	$ 24,651	$ 53,451
REVENUES, TRANSFERS AND OTHER ADJUSTMENTS					
Revenues					
4121200 - Delinquent fees	$ 1,283	$ 1,309	$ 1,335	$ 1,335	$ 1,335
4127400 - Renewal fees	$ 12,456	$ 12,706	$ 12,963	$ 12,963	$ 12,963
4129200 - Other regulatory fees	$ 2,134	$ 3,319	$ 2,586	$ 2,586	$ 2,586
4129400 - Other regulatory licenses and permits	$ 5,059	$ 5,169	$ 5,275	$ 5,275	$ 5,275
4143500 - Miscellaneous Services to the Public	$ 2	$ -	$ -	$ -	$
4150500 - Interest Income - Interfund Loans	$ -	$ -	$ -	$ -	$
4163000 - Income from Surplus Money Investments	$ 1,671	$ 2,076	$ 2,082	$ 2,061	$ 3,328
4171400 - Escheat - Unclaimed Checks, Warrants	$ 35	$ 12	$ 12	$ 12	$ 12
4171500 - Unclaimed Property	$ -	$ -	$ -	$ -	$ -
4172500 - Miscellaneous Revenues	$ 7	$ 8	$ 8	$ 8	$ 8
	$ 22,647	$ 24,598	$ 24,261	$ 24,240	$ 25,507
Transfers and Other Adjustments					
Loan from the Barbering and Cosmetology Contingent Fund (0069) to the General Fund (0001) per Control Section 13.40, Budget Act of 2023				$ 15,000	
Loan from the Barbering and Cosmetology Contingent Fund (0069) to the General Fund (0001) per GC EO 25/26-202	$ -15,000	$ -	$ -	$ 15,000	$ -
TOTALS, REVENUES, TRANSFERS AND OTHER ADJUSTMENTS	$ 7,647	$ 24,598	$ 24,261	$ 54,240	$ 25,507
TOTAL RESOURCES	$ 47,765	$ 49,249	$ 49,411	$ 78,891	$ 78,958
Expenditures:					
1111 Department of Consumer Affairs (State Operations)	$ 20,785	$ 22,017	$ 22,678	$ 23,358	$ 24,059
9892 Supplemental Pension Payments (State Operations)	$ -	$ -	$ -	$ -	$ -
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	$ 2,329	$ 2,082	$ 2,082	$ 2,082	$ 2,082
TOTALS, EXPENDITURES AND EXPENDITURE ADJUSTMENTS	$ 23,114	$ 24,099	$ 24,760	$ 25,440	$ 26,141
FUND BALANCE					
Reserve for economic uncertainties	$ 24,651	$ 25,150	$ 24,651	$ 53,451	$ 52,817
Months in Reserve	12.3	12.2	11.6	24.5	24.2

NOTES:
1. Assumes workload and revenue projections are realized in BY +1 and ongoing.
2. Expenditure growth projected at 3% beginning BY +1.

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Licensing, Examinations, and Disciplinary Review Appeals

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
19	4

We currently have one Analyst I, one Program Technician II, one Limited Term Program Technician II, and one Student Assistant position vacant in the licensing unit.

Process Change

We have updated our renewal postcards to reflect our PO Box address for mailing payments, as well as adding the renewal fee to the postcard. These changes are intended to simplify the renewal process for our licensees.

As of August 17, we now have access to make changes to candidate files in PSI's system directly, such as; updating the name, address, phone number, date of birth, etc. This process change allows our test takers to take one less step to make sure their information is correct at PSI allowing for admittance to the exam.

Examinations

Pass rates have increased for all license types with the exception of Electrology, which remained the same. Manicurist results showed an increase from 60% to 70%. The Hairstylist pass rate increased from 65% to 81%. (Based on quarter comparison).

License Type	FY 25/26 Q4 Pass %	FY 26/27 Q1 Pass %
Barber	55%	56%
Cosmetology	60%	63%
Esthetician	63%	69%
Manicurist	60%	70%
Electrology	67%	67%
Hairstylist	65%	81%

Emails

On average, the Board starts with approximately 182 emails each business day. While our standard response time is one to two business days, staff frequently respond to emails received within the same business day and often clear the inboxes daily.

Phone Calls

We receive an average of 1,210 phone calls per week. We have seen a decrease in emails since we have been taking calls and have found a good balance with answering calls and e-mails.

Applications

The Board received 14,992 applications during the first quarter of Fiscal Year (FY) 26/27. This was a decrease of 3.93% over the fourth quarter of 25/26.

The Board has about 1,211 applications pending daily. All applications are being processed within three to four weeks.

Establishment Applications Received

The number of establishment applications received in the first quarter of FY 26/27 was about the same as the number received during the first quarter of FY 25/26.

	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
FY 22/23	1,751	1,543	1,712	2,247	7,253
FY 23/24	2,090	1,902	2,303	2,127	8,422
FY 24/25	2,319	1,824	2,167	2,134	8,444
FY 25/26	2,174	1,817	2,095	2,104	8,190
FY 26/27	2,119	-	-	-	2,119

Performance Measures

Applications Received

Quarterly Applications Received Fiscal Year 26/27

License Type	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
Personal Service Permit	41	-	-	-	41
Establishment	2,119	-	-	-	2,119
Mobile Unit	8	-	-	-	8
Barber					
Initial Application	1,055	-	-	-	1,055
Re-Exam	1,206	-	-	-	1,206
Sub-Total	***2,261***	***-***	***-***	***-***	**2,261**
Reciprocity	80	-	-	-	80
Apprentice	244	-	-	-	244
Cosmetologist					
Initial Application	2,410	-	-	-	2,410
Re-Exam	2,020	-	-	-	2,020
Sub-Total	***4,430***	***-***	***-***	***-***	**4,430**
Reciprocity	660	-	-	-	660
Apprentice	151	-	-	-	151
Electrologist					
Initial Application	39	-	-	-	39
Re-Exam	12	-	-	-	12
Sub-Total	***51***	***-***	***-***	***-***	**51**
Reciprocity	5	-	-	-	5
Apprentice	-	-	-	-	-
Esthetician					
Initial Application	1,438	-	-	-	1,438
Re-Exam	990	-	-	-	990
Sub-Total	***2,428***	***-***	***-***	***-***	**2,428**
Reciprocity	241				241
Manicurist					
Initial Application	1,270	-	-	-	1,270
Re-Exam	731	-	-	-	731
Sub-Total	***2,001***	***-***	***-***	***-***	**2,001**
Reciprocity	230	-	-	-	230
Hairstylist					
Initial Application	28	-	-	-	28
Re-Exam	2	-	-	-	2
Sub-Total	***30***	***-***	***-***	***-***	**30**
Reciprocity	12	-	-	-	12
Total	**14,992**	**-**	**-**	**-**	**14,992**

Written Exam Results

Re-Exams continue to have a lower pass rate than first time test takers, with the exception of hairstylists.

The Spanish pass rates overall for first time test takers went up from last quarter for Barber (1%), Cosmetology (10%), and Manicurist (19%). This trend was found in all pathways to licensure: apprentices (barber and cosmetology), out of country (barber and cosmetology), and for schools (barber, cosmetology, and manicure). This is a new trend so we will watch it to determine if this continues.

All Education Types by Language (7/1/26-9-30-26)

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	**100%**
English	454	356	810	**56%**
Korean	1	0	1	**100%**
Spanish	36	46	82	**44%**
Vietnamese	5	2	7	**71%**
Total	**497**	**404**	**901**	**55%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	1	1	**0%**
234	597	831	**28%**
0	0	0	**0%**
46	135	181	**25%**
5	12	17	**29%**
285	**745**	**1,030**	**28%**

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	154	92	246	**63%**
English	1,183	609	1,792	**66%**
Korean	5	9	14	**36%**
Spanish	55	93	148	**37%**
Vietnamese	96	66	162	**59%**
Total	**1,493**	**869**	**2,362**	**63%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
38	52	90	**42%**
373	781	1,154	**32%**
5	11	16	**31%**
77	237	314	**25%**
52	102	154	**34%**
545	**1,183**	**1,728**	**32%**

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	16	16	32	**50%**
English	822	375	1,197	**69%**
Korean	2	4	6	**33%**
Spanish	14	27	41	**34%**
Vietnamese	12	27	39	**31%**
Total	**866**	**449**	**1,315**	**66%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
13	23	36	**36%**
259	393	652	**40%**
3	4	7	**43%**
10	34	44	**23%**
28	57	85	**33%**
313	**511**	**824**	**38%**

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	39	15	54	**72%**
English	523	130	653	**80%**
Korean	4	1	5	**80%**
Spanish	24	19	43	**56%**
Vietnamese	281	178	459	**61%**
Total	**871**	**343**	**1,214**	**72%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
8	7	15	**53%**
110	115	225	**49%**
2	0	2	**100%**
12	29	41	**29%**
139	245	384	**36%**
271	**396**	**667**	**41%**

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	**0%**
English	23	7	30	**77%**
Korean	0	0	0	**0%**
Spanish	1	0	1	**100%**
Vietnamese	0	0	0	**0%**
Total	**24**	**7**	**31**	**77%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	**0%**
6	6	12	**50%**
0	0	0	**0%**
1	0	1	**100%**
0	0	0	**0%**
7	**6**	**13**	**54%**

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	**100%**
English	13	0	13	**100%**
Korean	0	0	0	**0%**
Spanish	0	0	0	**0%**
Vietnamese	0	1	1	**0%**
Total	**14**	**1**	**15**	**93%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	**0%**
2	0	2	**100%**
0	0	0	**0%**
0	0	0	**0%**
1	0	1	**100%**
3	**0**	**3**	**100%**

Written Exam Results by Educational Background

Apprentice Program (7/1/26-9/30/26)

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	52	76	128	**41%**
Cosmetologist	32	52	84	**38%**
Electrologist	0	0	0	**0%**
Total	**84**	**128**	**212**	**40%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
65	181	246	**26%**
54	154	208	**26%**
0	0	0	**0%**
119	**335**	**454**	**26%**

Out of Country (7/1/26-9/30/26)

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	15	27	42	**36%**
Cosmetologist	119	152	271	**44%**
Electrologist	0	3	3	**0%**
Esthetician	27	39	66	**41%**
Hairstylist	8	0	8	**100%**
Manicurist	41	74	115	**36%**
Total	**210**	**295**	**505**	**42%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
21	65	86	**24%**
76	163	239	**32%**
2	1	3	**67%**
26	50	76	**34%**
2	0	2	**100%**
54	114	168	**32%**
181	**393**	**574**	**32%**

School Program (7/1/26-9/30/26)

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	430	301	731	**59%**
Cosmetologist	1,342	665	2,007	**67%**
Electrologist	24	4	28	**86%**
Esthetician	839	410	1,249	**67%**
Hairstylist	6	1	7	**86%**
Manicurist	830	269	1,099	**76%**
Total	**3,471**	**1,650**	**5,121**	**68%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
199	499	698	**29%**
415	866	1,281	**32%**
5	5	10	**50%**
287	461	748	**38%**
1	0	1	**100%**
217	282	499	**43%**
1,124	**2,113**	**3,237**	**35%**

Written Exam Results by Language by Educational Background

Apprentice Programs (7/1/26-9/30/26)

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	**0%**
English	46	63	109	**42%**
Korean	0	0	0	**0%**
Spanish	6	12	18	**33%**
Vietnamese	0	1	1	**0%**
Total	**52**	**76**	**128**	**41%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	**0%**
52	121	173	**30%**
0	0	0	**0%**
11	54	65	**17%**
2	6	8	**25%**
65	**181**	**246**	**26%**

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	**0%**
English	19	25	44	**43%**
Korean	0	1	1	**0%**
Spanish	13	26	39	**33%**
Vietnamese	0	0	0	**0%**
Total	**32**	**52**	**84**	**38%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	1	1	**0%**
20	58	78	**26%**
0	1	1	**0%**
33	93	126	**26%**
1	1	2	**50%**
54	**154**	**208**	**26%**

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	**0%**
English	0	0	0	**0%**
Korean	0	0	0	**0%**
Spanish	0	0	0	**0%**
Vietnamese	0	0	0	**0%**
Total	**0**	**0**	**0**	**0%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	**0%**
0	0	0	**0%**
0	0	0	**0%**
0	0	0	**0%**
0	0	0	**0%**
0	**0**	**0**	**0%**

Out of Country School by Language (7/1/26-9/30/26)

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	**0%**
English	8	12	20	**40%**
Korean	1	0	1	**100%**
Spanish	6	15	21	**29%**
Vietnamese	0	0	0	**0%**
Total	**15**	**27**	**42**	**36%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	1	1	**0%**
4	22	26	**15%**
0	0	0	**0%**
17	42	59	**29%**
0	0	0	**0%**
21	**65**	**86**	**24%**

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	88	70	158	**56%**
English	8	17	25	**32%**
Korean	0	4	4	**0%**
Spanish	5	25	30	**17%**
Vietnamese	18	36	54	**33%**
Total	**119**	**152**	**271**	**44%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
27	28	55	**49%**
10	28	38	**26%**
1	0	1	**100%**
18	66	84	**21%**
20	41	61	**33%**
76	**163**	**239**	**32%**

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	**0%**
English	0	3	3	**0%**
Spanish	0	0	0	**0%**
Total	**0**	**3**	**3**	**0%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	**0%**
1	1	2	**50%**
1	0	1	**100%**
2	**1**	**3**	**67%**

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	0	7	7	**0%**
English	25	14	39	**64%**
Korean	0	1	1	**0%**
Spanish	2	10	12	**17%**
Vietnamese	0	7	7	**0%**
Total	**27**	**39**	**66**	**41%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
5	8	13	**38%**
14	24	38	**37%**
1	2	3	**33%**
4	13	17	**24%**
2	3	5	**40%**
26	**50**	**76**	**34%**

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	4	2	6	**67%**
English	11	6	17	**65%**
Korean	1	1	2	**50%**
Spanish	0	4	4	**0%**
Vietnamese	25	61	86	**29%**
Total	**41**	**74**	**115**	**36%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
2	2	4	**50%**
6	8	14	**43%**
1	0	1	**100%**
0	6	6	**0%**
45	98	143	**31%**
54	**114**	**168**	**32%**

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	**100%**
English	7	0	7	**100%**
Vietnamese	0	0	0	**0%**
Total	**8**	**0**	**8**	**100%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	**0%**
2	0	2	**100%**
0	0	0	**0%**
2	**0**	**2**	**100%**

School Programs by Language (7/1/26-9/30/26)

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	**100%**
English	400	281	681	**59%**
Korean	0	0	0	**0%**
Spanish	24	19	43	**56%**
Vietnamese	5	1	6	**83%**
Total	**430**	**301**	**731**	**59%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	**0%**
178	454	632	**28%**
0	0	0	**0%**
18	39	57	**32%**
3	6	9	**33%**
199	**499**	**698**	**29%**

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	66	22	88	**75%**
English	1,156	567	1,723	**67%**
Korean	5	4	9	**56%**
Spanish	37	42	79	**47%**
Vietnamese	78	30	108	**72%**
Total	**1,342**	**665**	**2,007**	**67%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
11	23	34	**32%**
343	695	1,038	**33%**
4	10	14	**29%**
26	78	104	**25%**
31	60	91	**34%**
415	**866**	**1,281**	**32%**

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
English	23	4	27	**85%**
Spanish	1	0	1	**100%**
Total	**24**	**4**	**28**	**86%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
5	5	10	**50%**
0	0	0	**0%**
5	**5**	**10**	**50%**

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	16	9	25	**64%**
English	797	361	1,158	**69%**
Korean	2	3	5	**40%**
Spanish	12	17	29	**41%**
Vietnamese	12	20	32	**38%**
Total	**839**	**410**	**1,249**	**67%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
8	15	23	**35%**
245	369	614	**40%**
2	2	4	**50%**
6	21	27	**22%**
26	54	80	**33%**
287	**461**	**748**	**38%**

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	35	13	48	**73%**
English	512	124	636	**81%**
Korean	3	0	3	**100%**
Spanish	24	15	39	**62%**
Vietnamese	256	117	373	**69%**
Total	**830**	**269**	**1,099**	**76%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
6	5	11	**55%**
104	107	211	**49%**
1	0	1	**100%**
12	23	35	**34%**
94	147	241	**39%**
217	**282**	**499**	**43%**

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	**0%**
English	6	0	6	**100%**
Vietnamese	0	1	1	**0%**
Total	**6**	**1**	**7**	**86%**

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	**0%**
0	0	0	**0%**
1	0	1	**100%**
1	**0**	**1**	**100%**

Licenses Issued

The Board issued 8,349 licenses during the first quarter of FY 26/27. This was an increase of 4.78% from the fourth quarter of Fiscal Year FY 25/26.

Licenses Issued Fiscal Year 26/27

License Type	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
Barber	830				830
Barber Apprentice	229				229
Cosmetologist	2,609				2,609
Cosmetologist Apprentice	140				140
Electrologist	34				34
Electrologist Apprentice	-				-
Esthetician	1,365				1,365
Manicurist	1,331				1,331
Hairstylist	21				21
Establishment	1,760				1,760
Mobile Unit	4				4
Personal Service Permit	26				26
Totals	**8,349**				**8,349**

Licenses Issued Last 5 Years

License Type	FY 22/23	FY 23/24	FY24/25	FY25/26	FY26/27
Barber	1,952	3,553	3,937	3,509	830
Barber Apprentice	1,398	1,392	1,433	1,257	229
Cosmetologist	6,246	9,270	11,981	9,194	2,609
Cosmetologist Apprentice	1,035	940	717	672	140
Electrologist	62	94	118	120	34
Electrologist Apprentice	-	-	-	-	-
Esthetician	7,601	7,958	7,499	5,601	1,365
Manicurist	4,350	5,597	6,144	5,278	1,331
Hairstylist	-	25	71	75	21
Establishment	6,351	7,754	7,909	7,184	1,760
Mobile Unit	11	10	11	11	4
Personal Service Permit	116	93	37	69	26
Totals	**29,122**	**36,686**	**39,857**	**32,970**	**8,349**

License Population

Compared to the previous quarter, the license population has increased from 675,967 to 682,706 this is a 1.0% increase.

License Population

Barber	46,156
Barber Apprentice	1,842
Cosmetologist	315,090
Cosmetologist Apprentice	1,084
Electrologist	1,761
Electrologist Apprentice	-
Esthetician	119,509
Manicurist	135,545
Hairstylist	192
Personal Service Permit	359
Establishment	61,076
Mobile Unit	92
Total	**682,706**

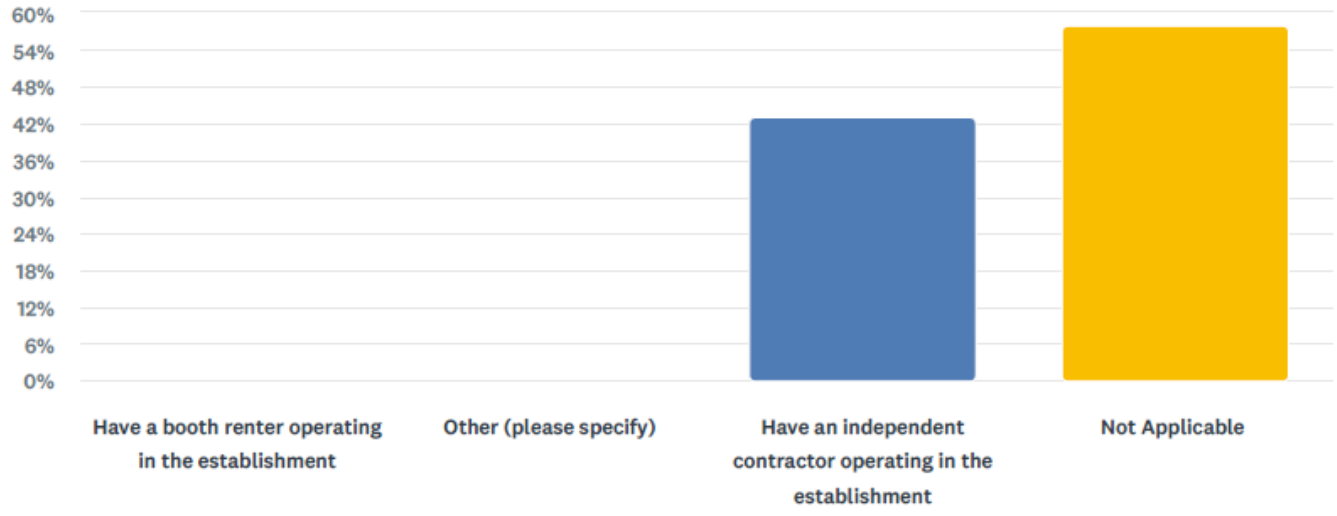
Survey Results

Establishments

The Board continues to collect information regarding the type of workers within establishments. 43% of respondents report having independent contractors. This is lower than last quarter's responses of 46.5% reporting independent contractors. The other 57.9% of respondents report these categories of employment as not applicable to their establishment.

Q2 349 responses

Please mark all that are applicable to your establishment



Answer Choices	Percentage	Responses
Have a booth renter operating in the establishment	0%	0
Other (please specify)	0%	0
Have an independent contractor operating in the establishment	42.98%	150
Not Applicable	57.88%	202
Total		352

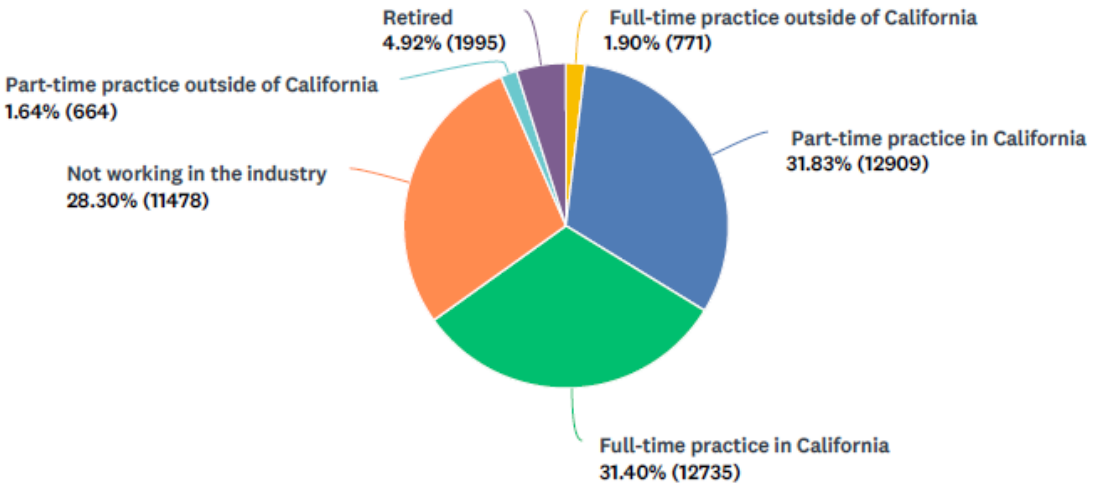
Independent licensees

The Board received 40,552 responses to the survey of independent license renewals during the July through September 2026 period. An analysis of the recent quarter's data shows that employment status responses are as follows: 31.4% are full-time practice in California, 31.8% are part-time practice in California, while 28.3% are not working in the industry.

Of those licensees working full-time, 39.5% are independent contractors, 38% are employees, and 21.8% are salon owners. Of those licensees reporting working part-time, 59.1% are independent contractors, 30.9% are employees, and 6.3% are salon owners.

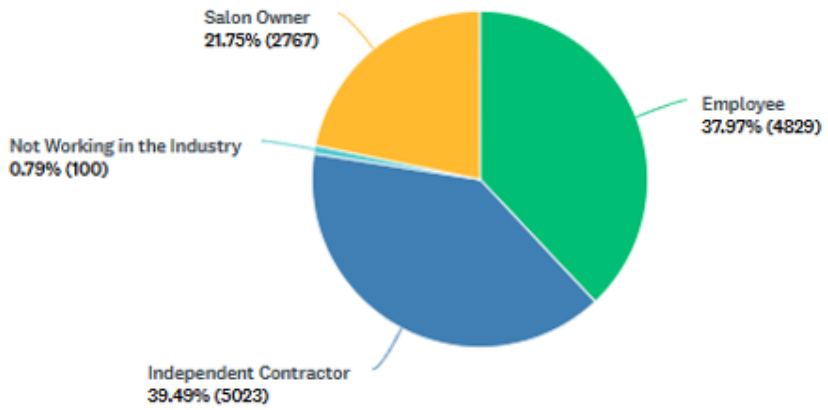
Q2 40552 responses

Please Indicate Employment Status



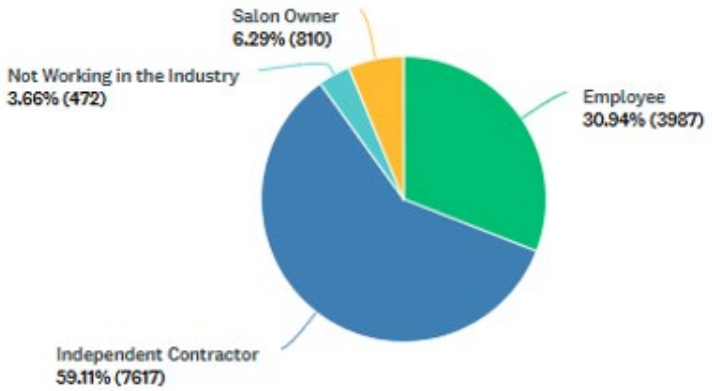
Answer Choices	Percentage	Responses
Full-time practice outside of California	1.90%	771
Part-time practice in California	31.83%	12909
Full-time practice in California	31.40%	12735
Not working in the industry	28.30%	11478
Part-time practice outside of California	1.64%	664
Retired	4.92%	1995
Total		40552

Analysis of Licensees Identified as Full-Time



Answer Choices	Percentage	Responses
Employee	37.97%	4829
Independent Contractor	39.49%	5023
Not Working in the Industry	0.79%	100
Salon Owner	21.75%	2767
Total		12719

Analysis of Licensees Identified as Part-Time



Answer Choices	Percentage	Responses
Employee	30.94%	3987
Independent Contractor	59.11%	7617
Not Working in the Industry	3.66%	472
Salon Owner	6.29%	810
Total		12886

Disciplinary Review Committee

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
3	1

We currently have one vacancy in the DRC unit.

Disciplinary Review Committee Appeals

Compared to the previous quarter, for the North, the number of appeals received has increased by 27.3% and the amount pending has decreased by 48.6%. Compared to the previous quarter, for the South, the number of appeals received increased 18.1% and the number of pending increased 71.1%. The Board has seen a 37.6% increase in the number of appeals received compared to fourth quarter of Fiscal Year 25/26.

Disciplinary Review Committee Appeals Fiscal Year 26/27

Northern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	44	-	-	-	44
Received	28	-	-	-	28
Pending[1]	18	-	-	-	18[2]

Southern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	0	-	-	-	0
Received	85	-	-	-	85
Pending[1]	154	-	-	-	154[2]

[1]Pending refers to the number of appeals received but not yet heard by DRC.
[2]Figure represents number of pending requests as of report date 09/30/2026.

The table below shows the number of pending appeals as of 09/30/2026.

Pending	South	North
Pending	154	18

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DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Enforcement, Inspections, and Cite and Fine

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
50.5	4

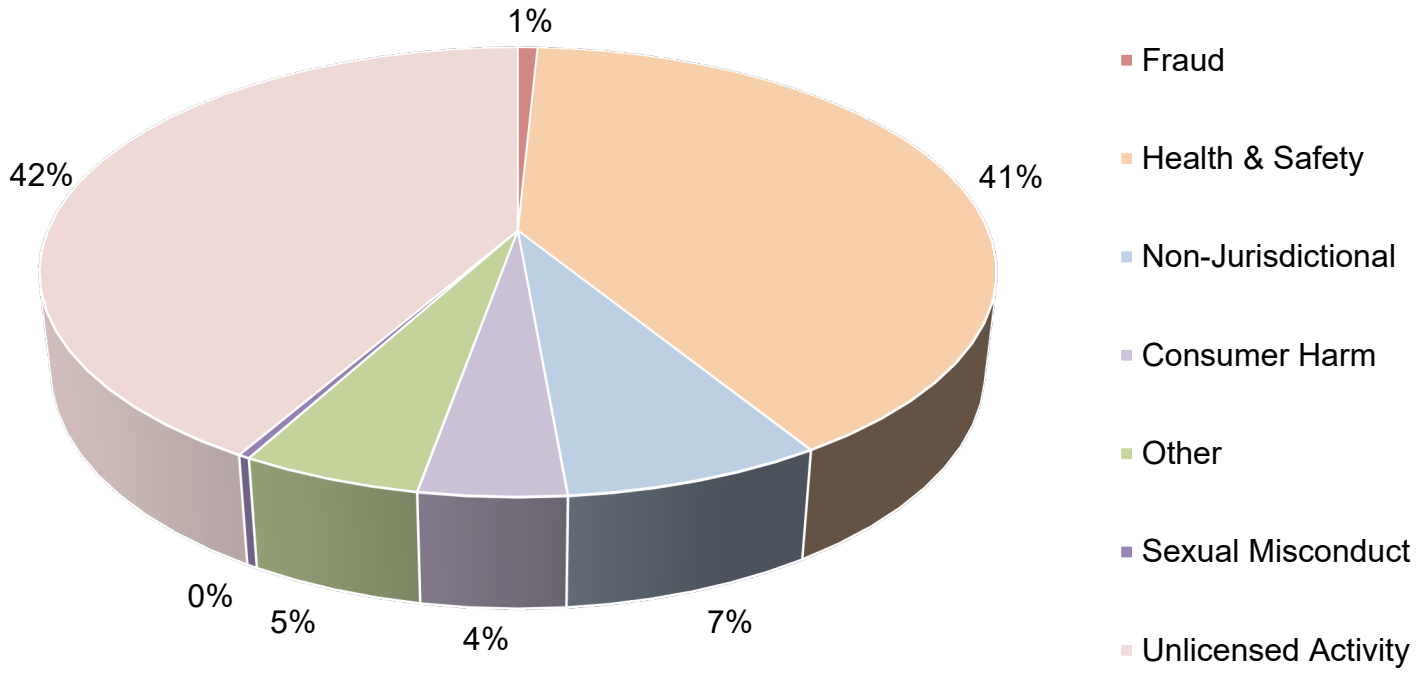
The Board is recruiting for a Manager II, a Supervisor I, an Analyst II for the Probation Desk, and one Southern California Inspector I/II for the Enforcement Unit.

Complaint Intake

The Board received 1,770 complaints in the first quarter of FY 26/27. This was a 7% increase from the previous quarter when 1,660 complaints were received. The first quarter of FY 25/26, 1,850 complaints were received. We received 4% less complaints in the first quarter of FY 26/27.

COMPLAINTS RECEIVED				
FY 26/27				
Jul-Sept	**Oct-Dec**	**Jan-Mar**	**Apr-Jun**	**YTD**
1,770	-	-	-	**1,770**

Complaints Received by Complaint Type – July 1, 2026 – September 30, 2026



Attorney General's Office

The Board referred 42 cases to the Attorney General's Office in the first quarter of FY 26/27. The Board has 113 cases at the Attorney General's Office.

Probation

PROBATION CASES				
FY 26/27				
	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun
Active Cases	117	-	-	-
Tolled Cases	24	-	-	-
Subsequent Discipline	14	-	-	-
Immediate Suspension	0	-	-	-
Reinstatements	4	-	-	-
Total Cases	**159**	**-**	**-**	**-**

Enforcement Statistics

COMPLAINTS							
	FY 24/25	FY 25/26	FY 26/27				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Complaints Received	6,281	6,955	1,765	-	-	-	**1,765**
Referred to DOI	9	11	4	-	-	-	**4**
Complaints Closed	5,330	5,367	1,512	-	-	-	**1,512**
Total Complaints Pending	1,625	1,969	1,783	-	-	-	**1,783**
Average Days to Close (Quarterly)	114	95	112	-	-	-	**112**

APPLICATION INVESTIGATIONS							
	FY 24/25	FY 25/26	FY 26/27				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Received	13	19	5	-	-	-	**5**
Pending	4	5	7	-	-	-	**7**
Closed	16	20	3	-	-	-	**3**

ATTORNEY GENERAL							
	FY 24/25	FY 25/26	FY 26/27				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Referred	128	96	42	-	-	-	**42**
Accusations Filed	104	65	19	-	-	-	**19**
Statement of Issues Filed	4	7	3	-	-	-	**3**
Total Pending Cases	**108**	**96**	**113**	**-**	**-**	**-**	**113**

DISCIPLINARY PROCESS							
	FY 24/25	FY 25/26	FY 26/27				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Proposed Decisions	8	18	5	-	-	-	**5**
Default Decision	21	14	3	-	-	-	**3**
Stipulation	36	32	12	-	-	-	**12**

DISCIPLINARY OUTCOMES							
	FY 24/25	FY 25/26	FY 26/27				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Revocation	21	24	5	-	-	-	**5**
Revoke, Stay, Probation	9	11	7	-	-	-	**7**
Revoke, Stay, Suspend/Prob	24	15	4	-	-	-	**4**
Revocation, Stay w/ Suspend	0	0	0	-	-	-	**0**
Probation Only	0	0	0	-	-	-	**0**
Suspension Only	0	0	0	-	-	-	**0**
Suspension & Probation	0	0	0	-	-	-	**0**
Suspension, Stay, Probation	0	0	0	-	-	-	**0**
Surrender of License	7	11	3	-	-	-	**3**
Public Reprimands	0	0	0	-	-	-	**0**
License Denied	1	1	0	-	-	-	**0**
Application Denied (B&P 485)	0	0	1	-	-	-	**1**
Other	1	2	0	-	-	-	**0**
Total	**63**	**64**	**20**	**-**	**-**	**-**	**20**

PROBATION							
	FY 24/25	FY 25/26	FY 26/27				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Active	64	103	117	-	-	-	**117**

Schools

The Board currently has 283 approved schools and 50 open school cases. In the first quarter of FY 26/27, the Board received 62 school complaints.

Externs

The chart below indicates how many schools are participating in the extern program and how many establishments externs are working in.

Extern Programs					
	2022	2023	2024	2025	2026
Number of Schools	13	16	14	14	14
Number of Establishments	62	92	51	48	44

Inspections and Citations Statistics

The Cite and Fine Unit is at a 2-day turnaround time frame from when an inspection is completed to when the citation is mailed out to the establishment or licensee.

FY 26/27	July 26	Aug 26	Sept 26	Oct 26	Nov 26	Dec 26	Jan 27	Feb 27	Mar 27	April 27	May 27	June 27
Number of Special Investigators	6	6	6	-	-	-	-	-	-	-	-	-
Number of Inspectors	12	12	12	-	-	-	-	-	-	-	-	-
Number of Inspections	345	374	413	-	-	-	-	-	-	-	-	-
Number of Citation Analysts	3	3	4	-	-	-	-	-	-	-	-	-
Inspection Reports Processed												
Number of Days to process Citations	1	4	2	-	-	-	-	-	-	-	-	-

CITATIONS ISSUED							
	FY 24/25	FY 25/26	FY 26/27				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Establishments	4,398	2,729	579	-	-	-	**579**
Barber	472	328	37	-	-	-	**37**
Barber Apprentice	120	38	9	-	-	-	**9**
Cosmetologist	899	378	60	-	-	-	**60**
Cosmetologist Apprentice	30	9	3	-	-	-	**3**
Electrologist	1	1	0	-	-	-	**0**
Electrologist Apprentice	0	0	0	-	-	-	**0**
Manicurist	844	474	92	-	-	-	**92**
Esthetician	153	58	15	-	-	-	**15**
Hairstylist	0	0	0	-	-	-	**0**
Unlicensed Est.	235	292	102	-	-	-	**102**
Unlicensed Individual	400	389	102	-	-	-	**102**
Total	**7,552**	**4,696**	**998**	**-**	**-**	**-**	**998**

INSPECTION RESULTS							
	FY 24/25	FY 25/26	FY 26/27				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Establishments With Violations	3,500	2,767	659	-	-	-	**659**
Establishments Without Violations	1,107	743	139	-	-	-	**139**
Out of Business	1,498	970	118	-	-	-	**118**
Closed on Call	1,907	1,418	216	-	-	-	**216**
Total	**8,012**	**5,898**	**1,132**	**-**	**-**	**-**	**1,132**

Request For Payment Notices

BBC is actively sending requests for payment notices to establishments and individuals that have outstanding fines. First request for payment notices is sent approximately 30 days after the fine was due. Second request for payment notices are sent approximately 30 days after the first notice. Third request for payment notices are sent via certified mail approximately 30 days after the second notice. Citations for licensees that have not paid their fine in full after the third request for payment notice are sent to the Franchise Tax Board. Citations for unlicensed individuals that have not paid their fine in full after the third request for payment notice are referred to a collection agency.

REQUEST FOR PAYMENT NOTICES SENT - FY 26/27					
	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Total
Request for Payment Notice 1	408	-	-	-	**408**
Request for Payment Notice 2	352	-	-	-	**352**
Request for Payment Notice 3	491	-	-	-	**491**
Referred to Collections	102	-	-	-	**102**
Referred to FTB	117	-	-	-	**117**
Grand Total	**1,470**	**-**	**-**	**-**	**1,470**

Payment Plans

Per B&P 7408.1 and CCR 974.3 the Board may enter into a payment plan for citations with administrative fines that exceed five hundred dollars ($500.00). The average fine amount per payment plan in the first quarter of FY 26/27 is $1,401.28.

PAYMENT PLANS – FY 26/27					
	Jul-Sept	**Oct-Dec**	**Jan-Mar**	**Apr-Jun**	**Total**
Payment Plan Requested	58	-	-	-	58
Payment Plan Developed	29	-	-	-	29
Paid in Full	0	-	-	-	0
Payment Plan Cancelled	8	-	-	-	8
Total Pending Payment Plans	113	-	-	-	113
Initial Fine Amount Total	**$155,541.72**	**-**	**-**	**-**	**$155,541.72**
Total Amount Paid	**$56,794.00**	**-**	**-**	**-**	**$56,794.00**
Current Total Balance	**$98,747.72**	**-**	**-**	**-**	**$98,747.72**

Most Commonly Cited Health and Safety Violations

During the August 17, 2026, Board Meeting there was a discussion about the most commonly cited health and safety violations in relation to whether or not the establishment was employee based or an “independent rental model.” The Board does not distinguish establishments as employee based or “independent rental models.”

To show a comparison between larger establishments which may be employee based and smaller establishments that may be “independent rental models”, the data for the 15 most commonly cited health and safety violations for inspections conducted from January 1, 2025, through September 30, 2026, is being displayed using establishments with 3 or more stations as a larger establishment and those with 2 or less stations as an “independent rental model.”

When compared to all establishments, the establishments with 3 or more stations have the 15 most commonly cited health and safety violations in about the same order. 6 are in a different order in relation to number of times the violation was cited. The establishments with 2 or less stations, however, have 13 that are in a different order compared to all establishments.

It should be noted that establishments with 2 or less stations traditionally do not offer the same services as larger establishments so that can contribute to the order in which the most common health and safety violations fall. For example...establishments with 2 or less stations do not typically offer manicure and/or pedicure services. This could account for violations such as 981.A – Disposal of non-disinfectable items, 989- Use of a hazardous substance, and 980.4(A2) – Incorrect/Missing Logs not being cited as many times in the smaller locations.

MOST COMMONLY CITED HEALTH AND SAFETY VIOLATIONS FOR INSPECTIONS JANUARY 1, 2025 THROUGH SEPTEMBER 30, 2026					
VIOLATION CATEGORY	**VIOLATION CODE NUMBER**	**VIOLATION SHORT DESCRIPTION**	**ALL ESTABLISH-MENTS**	**3 OR MORE STATIONS**	**2 OR LESS STATIONS**
CCR	979	DISINECTING OF NON-ELECTRICAL TOOLS	1	1	1
CCR	981.A	DISPOSAL OF NON-DISINFECTED ITEMS	2	2	5
CCR	988	CONTAINERS LABELED; COSMETICS	3	3	2
CCR	986	NECK DUSTERS / BRUSHES: CLEAN	4	4	4
CCR	980.C	STORAGE: SOILED ELECTRICAL TOOLS	5	5	8
CCR	987	TOWELS	6	6	9
CCR	978.A(5)	DISINFECTANT INSUFFICENT FOR TOTAL IMMERSION	7	8	3
CCR	990	HEADRESTS AND TREATMENT TABLES	8	7	7
CCR	989	HAZARD SUBSTANCE / USE OF PRODUCT	9	9	10
CCR	994	CLEANLINESS AND REPAIR	10	11	13
CCR	980.4(A2)	INCORRECT / MISSING LOG	11	10	19
CCR	993	ILLEGAL TOOLS ON PREMISES	12	12	14
B&P	7320	PRACTICE OF MEDICINE	13	14	11
CCR	978A1, A2, A3, A4	RECEPTACLES, CABINETS AND CONTAINERS	14	13	16
CCR	978.B	NO DISINFECTANT FOR USE	15	15	6
CCR	978.C	NO MANUFACTURER LABELED CONTAINER	-	-	12
CCR	991	INVASIVE PROCEDURE	-	-	15

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Outreach Update

Completed Outreach Events

- NorCal Barber Expo on August 16, 2026 – San Jose, CA
- LashCon on September 13-14, 2026 – San Diego, CA
- Sacramento Regional Youth Career Fest on September 18, 2026 – Sacramento, CA
- Esthetician Town Hall on October 12, 2026 – Virtual
- Mexican Consulate on October 17, 2026 – Sacramento, CA
- Citrus College Visit on October 27, 2026 – Glendora, CA

List Servs

- August 5, 2026, the Board emailed Interested Parties regarding the publication release of the BarberCosmo Update – Issue Number 12.
- August 5, 2026, the Board emailed Interested Parties regarding the upcoming Board Meeting on August 17, 2026.
- August 25, 2026, the Board emailed Schools and Apprentice Program Sponsors regarding the release of the Newest Version Health and Safety Course Books, Student Books, and Instructor Books.
- September 21, 2026, the Board emailed Estheticians, Cosmetologists, and Establishment Owners a ‘Save the Date’ for the upcoming Esthetician Town Hall on October 12, 2026.
- September 23, 2026, the Board emailed Apprentice Program Sponsors, Schools and Schools Interested Parties regarding the Update of Exam Pass-Fail Rate Communication.

- September 30, 2026, the Board emailed Estheticians, Cosmetologists, and Establishment Owners of the Upcoming Esthetician Town Hall on Monday, October 12, 2026.

- September 30, 2026, the Board emailed Apprentice Program Sponsors, Schools and Schools Interested Parties reminding them of the Update of Exam Pass-Fail Rate Communication.

Social Media

The Board has continued to strengthen its social media communications by emphasizing content that supports consumer awareness and regulatory compliance. The Board's Instagram has 14,800 followers, X (formerly known as Twitter) has 912 followers, Facebook has 24,000 followers, Spanish Facebook has 62 followers, and Vietnamese Facebook has 272 followers. The Board has focused on delivering clear guidance related to consumer tips, licensee information, frequently asked questions, and common inspection violations. This strategic approach is intended to improve public understanding of Board requirements, assist licensees in addressing recurring issues, and promote consistent adherence to established standards. Through these efforts, the Board aims to enhance transparency, increase engagement, and better serve both consumers and industry professionals.

Follow the Board on Social Media - Your Link to Updates!

- Vietnamese Facebook - Hội Đồng Cắt Tóc và Thẩm Mỹ - California
- Spanish Facebook – Junta De BarberÍa y CosmetologÍa
- Facebook – California State Board of Barbering and Cosmetology
- Instagram - @cabarbercosmo
- X (Formerly Known as Twitter) – @ca_bbc

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Strategic Plan Update

As we wrap up the goals and objectives identified in the 2022-2027 Strategic Plan, below are the accomplishments and suggestions for items to be moved to the next Strategic Plan for 2028-2033.

Goal 1: Board Administration

Accomplished/Ongoing

- 1.1 Established and implemented a comprehensive training plan for managers and staff to strengthen and develop their customer service skills in the workplace and improve the experience of stakeholders and consumers when interacting with the Board.
- 1.2 Established and implemented internal communications to notify board members and staff of industry issues, health and safety concerns, trends, and products for the furtherance of consumer protection and safety.
- 1.3 Filled staff vacancies to improve operational effectiveness.
- 1.4: Developed a plan to work with community and state colleges to increase employment pipelines to recruit effective staff.
- 1.5: Enhanced board member training with industry and staff presentations to bridge the gap between licensed and public board members.
- 1.6: Utilized existing board sub-committees on a regular schedule to discuss larger issues and provide more resources for the Board to make informed decisions.

Suggestions

- Continue holding quarterly all staff training to strengthen staff customer service, morale, and professional skills
- Continue to fill staff vacancies to improve operational effectiveness.

Goal 2: Legislation & Regulation

Accomplished/Ongoing

- 2.1 Reviewed policies and regulations that advocate for and support consumer protection to ensure consumer safety.
- 2.2 Established relationships with legislators to educate them on industry topics and advance Board interests.
- 2.3 Implemented Senate Bill 803 with thoroughly vetted regulations to remain in compliance with the law and support the industry.
- 2.4 Established schedule of regular legislative and budget committee meetings to remain current with industry related issues and policies.
- 2.5 Developed regulation packages for on-going regulations that affect the industry to provide clarity on state statutes.

Suggestions

- Continue reviewing and updating health and safety regulations.
- Continue updating school regulations related to health and safety.
- Continue pursuing regulation packages as needed.

Goal 3: Licensing

Accomplished/Ongoing

- 3.1 Explored and developed a list of ongoing educational options for licensees to increase consumer awareness and safety.
- 3.2 Explored additional technology options to make the application process more efficient for licensees.
- 3.3 Reviewed language used in board materials and communications to ensure that the language is accessible to licensees.

Suggestions

- Continue to streamline the application process and upgrade technology as necessary.

Goal 4: Inspections

Accomplished/Ongoing

- 4.1 Increased inspector wages to attract and retain quality inspectors.
- 4.2 Conducted yearly updated training with Board inspectors to develop language skills, cultural competency, customer service, report writing, and inspectors' industry-specific knowledge to increase competency and consistency.
- 4.3 Increased technology for inspections to streamline the process for inspectors and licensees.

Suggestions

- Continue developing training materials for inspectors as needed.

Goal 5: Enforcement

Accomplished/Ongoing

- 5.1 Obtained special investigator positions to increase the efficiency of investigating consumer harm complaints.
- 5.3 Investigated unlicensed activity in licensed and unlicensed locations (including phone application/web-based on-demand services) to increase consumer protection.
- 5.5 Reviewed probationary process and existing remedial education information to ensure remedial education procedure and communication is clear.

Suggestions

- Collaborate with the Bureau of Private Post-Secondary Education to conduct quality school investigations, to improve the qualifications of applicants and consumer protection.
- Develop education material to assist in probationer compliance.

Goal 6: Outreach

Accomplished/Ongoing

- 6.1 Ensured outreach communication is at an accessible level to increase public understanding.
- 6.2 Explored different avenues for outreach and engagement to encourage self-development of licensees and awareness/engagement of the public.
- 6.3 Assessed current engagement levels on Board's website, newsletters, social media, mailers, etc. to better utilize resources and determine if they are reaching the proper audiences.
- 6.4 Solicited feedback from licensees on a more continuous basis to engage with licensees.
- 6.5 Encouraged the public to participate in online Board activities to inform, educate, and collaborate.
- 6.6 Provided information at high schools, occupational schools, and public outreach events on the industry and how to become licensed to increase licensed activity and engage with potential licensees.
- 6.7 Explored within the outreach committee to create Board-specific outreach/media to expand access of information to the public and licensees.

Suggestions

- Continue growing social media presence and attending new outreach events.

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action Regarding Examination Results by Content Area

During the prior Board meeting, the question was raised how examination candidates are performing by each content area. Board staff coordinated with the examination vendor, PSI, to provide the following information. This data shows the average percent of times that a candidate in each area answered the questions correctly for each license type by each language that the examination is offered in.

Also attached is the Candidate Information Bulletin (CIB) that is sent to each candidate upon approval of the examination application. The CIBs provide a further break down of each contact area for reference.

BARBER EXAMINATION

Topic	Weight/Items	ENG	SP	VT	KOR	CHN
Safety & Infection Control	31%....26	73%	71%	75%	67%	70%
A. Workplace Infection Control Procedures		75%	75%	78%	63%	75%
B. Workplace Safety Precautions		70%	75%	72%	74%	64%
Client Consult. And Hair, Skin, Analysis	15%....13	66%	70%	70%	73%	78%
A. Client Consultation		72%	79%	63%	56%	67%
B. Hair and Skin		61%	62%	70%	71%	78%
C. Adverse Reactions, Diseases, Contraindications		67%	74%	76%	90%	87%
Hairstyling	5%....4	59%	61%	60%	89%	93%
A. Hairstyling Procedures		60%	65%	56%	85%	90%
B. Hairstyling Tools		58%	51%	67%	100%	100%
Haircutting	8%....7	65%	53%	69%	81%	75%
A. Haircutting Procedures		63%	50%	64%	75%	75%
B. Tool and Implement Safety		69%	56%	74%	88%	75%
Haircoloring	7%....6	60%	59%	69%	72%	83%
A. Application		52%	49%	68%	56%	80%
B. Safe Use of Chemicals and Products		67%	68%	70%	88%	88%
Chemical Texture Services	7%....6	71%	67%	65%	75%	77%
A. Virgin Hair		81%	75%	72%	75%	25%
B. Chemically Treated Hair		68%	65%	60%	25%	75%
C. Chemical Safety, Products and Results		68%	64%	63%	92%	94%
Skin Care	5%....4	63%	64%	61%	65%	100%
A. Massage		41%	58%	70%	75%	100%
B. Preparation, Products and Services		66%	58%	65%	50%	100%
C. Skin Care Safety		68%	69%	56%	75%	100%
Shaving	22%....19	61%	52%	54%	67%	72%
A. Shaving Safety		61%	52%	55%	71%	66%
B. Shaving Products and Strokes		60%	49%	57%	68%	82%
C. Shaving Tools and Equipment		56%	68%	38%	25%	67%

Based on this data, the following can be assumed:

- English test takers perform the best in Safety and Infection Control and perform the worst in Hairstyling.
- Spanish test takers perform the best in Safety and Infection Control and perform the worst in Shaving.
- Vietnamese test takers perform the best in Safety and Infection Control and perform the worst in Shaving.
- Korean test takers perform the best in Hairstyling and perform the worst in Skin Care.
- Chinese test takers perform the best in Skin Care and the perform the worst in Safety and Infection Control.

COSMETOLOGY EXAMINATION

Topic	Weight/Items	ENG	SP	VT	KOR	CHN
Safety & Infection Control	30%....30	78%	71%	75%	72%	83%
A. Workplace Infection Control Procedures		75%	70%	76%	70%	83%
B. Workplace Safety Precautions		81%	72%	74%	74%	78%
Client Consult. And Hair, Skin, Nail Analysis	19%....19	73%	64%	67%	66%	74%
A. Client Consultation		66%	57%	38%	35%	75%
B. Hair Skin and Nail		70%	59%	71%	65%	75%
C. Adverse Reactions, Diseases, Contraindications		76%	69%	73%	77%	73%
Hairstyling	2%....2	68%	46%	63%	50%	71%
C. Hairstyling Procedures		58%	50%	57%	46%	48%
D. Hairstyling Tools		74%	44%	66%	52%	86%
Haircutting	3%....3	72%	61%	75%	66%	62%
C. Haircutting Procedures		74%	57%	74%	64%	48%
D. Tool and Implement Safety		69%	66%	77%	68%	62%
Haircoloring	10%....10	73%	65%	61%	70%	64%
A. Application		74%	63%	56%	63%	65%
B. Safe Use of Chemicals and Products		73%	66%	66%	77%	64%
Chemical Texture Services	12%....12	71%	60%	65%	66%	65%
D. Virgin Hair		70%	56%	48%	58%	56%
E. Chemically Treated Hair		77%	65%	73%	73%	71%
F. Chemical Safety, Products and Results		68%	57%	66%	64%	64%
Skin Care	4%....4	64%	52%	63%	71%	69%
A. Massage		64%	42%	62%	72%	61%
B. Preparation, Products and Services		62%	57%	60%	47%	99%
C. Skin Care Safety		63%	59%	65%	74%	70%
Eyelash and Eyebrow	4%....4	65%	62%	64%	66%	57%
A. Eyelash and Eyebrow Safety		65%	62%	64%	66%	57%
B. Products and Procedures		65%	62%	64%	66%	57%
Hair Removal	8%....8	81%	75%	81%	72%	72%
A. Hair Removal Safety		80%	77%	87%	71%	75%
B. Infection Control (cross-contamination, gloves)		86%	71%	68%	65%	57%
C. Contraindications to Hair Removal Services		78%	72%	84%	79%	80%
Nail Care	8%....8	74%	68%	67%	72%	66%
A. Nail Safety		73%	72%	77%	80%	80%
B. Nail Workstation and Environment		85%	77%	78%	81%	71%
C. Nail Enhancements		71%	58%	48%	56%	43%

Based on this data, the following can be assumed:

- English test takers perform the best in Hair Removal and perform the worst in Skin Care.
- Spanish test takers perform the best in Hair Removal and perform the worst in Hairstyling.
- Vietnamese test takers perform the best in Hair Removal and perform the worst in Haircoloring.
- Korean test takers perform the best in Safety and Infection Control, Hair Removal, and Nail Care, and perform the worst in Hairstyling.
- Chinese test takers perform the bast in Safety and Infection Control and perform the worst in Eyelash and Eyebrow.

MANICURE EXAMINATION

Topic	Weight/Items	ENG	SP	VT	KOR	CHN
Safety & Infection Control	50%....30	83%	75%	77%	81%	82%
A. Workplace Infection Control Procedures		80%	69%	72%	77%	80%
B. Workplace Safety Precautions		89%	84%	85%	88%	85%
Client Consult. And Nail Analysis	18%....11	74%	67%	61%	75%	68%
A. Client Consultation		69%	53%	51%	63%	60%
B. Skin and Nail		80%	76%	68%	88%	86%
C. Adverse Reactions, Diseases, Contraindications		74%	68%	62%	75%	62%
Skin Care	10%....6	78%	71%	72%	83%	65%
A. Massage		55%	49%	66%	83%	7%
B. Skin Care Safety		82%	75%	73%	83%	75%
Nail Care	22%....13	79%	70%	76%	71%	74%
D. Nail Safety		74%	63%	72%	70%	70%
E. Nail Workstation and Environment		87%	82%	79%	56%	78%
F. Nail Enhancements		85%	73%	84%	82%	78%

Based on this data, the following can be assumed:

- English test takers perform the best in Safety and Infection Control and perform the worst in Client Consultation and Nail Analysis.
- Spanish test takers perform the best in Safety and Infection Control and perform the worst in Client Consultation and Nail Analysis.
- Vietnamese test takers perform the best in Safety and Infection Control and perform the worst in Client Consultation and Nail Analysis.
- Korean test takers perform the best in Skin Care and perform the worst in Nail Care.
- Chinese test takers perform the best in Safety and Infection Control and perform the worst n Skin Care.

ESTHETICS EXAMINATION

Topic	Weight/Items	ENG	SP	VT	KOR	CHN
Safety & Infection Control	40%....30	82%	74%	77%	76%	79%
A. Workplace Infection Control Procedures		80%	72%	76%	71%	77%
B. Workplace Safety Precautions		87%	79%	81%	90%	85%
Client Consult. And Skin Analysis	19%....14	75%	69%	62%	70%	72%
A. Client Consultation		79%	67%	56%	66%	68%
B. Skin		73%	76%	73%	77%	81%
C. Adverse Reactions, Diseases, Contraindications		74%	63%	54%	63%	66%
Skin Care	17%....13	76%	74%	60%	65%	63%
A. Massage		71%	60%	58%	76%	63%
B. Preparation, Products and Services		81%	81%	65%	74%	65%
C. Skin Care Safety		77%	77%	59%	58%	63%
Makeup	3%....2	69%	46%	33%	38%	49%
Makeup Safety and Hygiene		69%	46%	33%	38%	49%
Eyelash and Eyebrow	6%....5	85%	78%	80%	88%	80%
A. Eyelash and Eyebrow Safety		85%	78%	80%	88%	80%
B. Products and Procedures		85%	78%	80%	88%	80%
Hair Removal	15%....11	82%	69%	63%	60%	70%
A. Hair Removal Safety		86%	69%	65%	63%	66%
B. Infection Control (cross-contamination, gloves)		79%	66%	65%	50%	79%
C. Contraindications to Hair Removal Services		77%	72%	58%	60%	72%

Based on this data, the following can be assumed:

- All test takers perform the best in Eyelash and Eyebrow and perform the worst in Makeup.

ELECTROLOGY EXAMINATION

Topic	Weight/Items	ENG	SP	VT	KOR	CHN
Safety & Infection Control	36%....18	81%	82%	-	-	-
A. Workplace Infection Control Procedures		84%	95%	-	-	-
B. Workplace Safety Precautions		78%	71%	-	-	-
Client Consult. Hair and Skin Analysis	30%....15	81%	76%	-	-	-
A. Client Consultation		87%	90%	-	-	-
B. Hair and Skin		80%	80%	-	-	-
C. Adverse Reactions, Diseases, Contraindications		79%	67%	-	-	-
Electrolysis Treatment and Analysis	34%....17	75%	62%	-	-	-
A. Pre-treatment Analysis		86%	69%	-	-	-
B. Treatment Procedures		74%	56%	-	-	-
C. Adverse Reactions to Treatment		62%	80%	-	-	-
D. Hair Removal Methods		73%	38%	-	-	-

Based on this data, the following can be assumed:

- English test takers perform the best in Safety and Infection Control and Client Consultation, Hair and Skin Analysis and perform the worst in Electrolysis Treatment and Analysis
- Spanish test takers perform the best in Safety and Infection Control and perform the worst in Electrolysis Treatment and Analysis.
  (No results for this examination being taken in any other language.)

Before scheduling your examination, be sure you understand the contents of this bulletin. Please retain and use it as a reference when contacting PSI.

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California Board of Barbering and Cosmetology

CANDIDATE INFORMATION BULLETIN

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April 2026

Barber Theory Exam General Portion 95 Questions (85 scored, 10 pretest) 2 hours (120 minutes)		
Topic Name	**Weight**	**Items**
A) Workplace Infection Control Procedures		
1. Infectious diseases, pathogens, and exposure prevention		
2. Methods and procedures for cleaning and disinfection		
a. Contaminated tools		
b. Machines and equipment		
c. Daily workstation		
3. Levels of decontamination (i.e., cleaning, disinfection, sterilization)		
4. Procedures for exposure incidents (e.g., Standard/Universal Precautions, OSHA, CDC)		
5. Products to be used for cleaning and disinfecting		
6. Labeling and storage of cleaned and disinfected tools and equipment		
7. Single- and multi-use items and materials		
B) Workplace Safety Precautions		
1. Procedures for maintaining safe working conditions		
2. Safe water temperature		
3. Safe use of equipment and maintenance procedures		
4. Labeling and storage of materials and chemicals		
5. Safety Data Sheets (SDS) and prohibited materials and substances		
6. Federal safety regulations (e.g., OSHA, EPA, FDA)		
7. Identifying adverse reactions to chemicals		
8. Protective chemical barriers and draping for clients		
9. Proper ventilation		
10. Electrical safety		
A) Client Consultation		
1. Client intake and consent form procedures to determine possible contraindications		
2. Declining or altering service based on contraindications		

B) Hair and Skin	
1. Hair and skin structure	
2. Hair and skin analysis	
3. Selection of appropriate services based on condition of hair and skin	
C) Adverse Reactions, Diseases, Contraindications	
1. Allergic reaction (patch) test procedures	
2. Hair and scalp diseases and disorders	
3. Skin diseases and disorders	
4. Signs of adverse reactions to products during and after service	
A) Hairstyling Procedures	
1. Procedures for textured hairstyling	
a. Hair extension application, maintenance, removal	
b. Locking	
c. Braiding	
2. Procedures for hair additions, replacements, and enhancements	
a. Hair piece application, maintenance, removal	
3. Blowdrying procedures	
4. Thermal curling procedures	
B) Hairstyling Tools	
1. Precautions for use of thermal styling tools (e.g., testing temperature, protecting scalp)	
A) Haircutting Procedures	
1. Procedures for cutting different hair types (e.g., straight, curly, over-curly, and wavy)	
B) Tool and Implement Safety	
1. Safe use of haircutting tools and implements (e.g., shears, razors, clippers, and trimmers)	
A) Application	
1. Application of haircoloring chemicals for all hair types	

3. Hair and scalp preparation	
4. Application of haircoloring chemicals to facial hair (e.g., eyebrows, mustache, beard)	
B) Safe Use of Chemicals and Products	
1. Hair chemical mixing and safety	
2. Application procedures and safe use of color (e.g., overprocessed hair, metallic or compound dyes, minerals)	
3. Application procedures and safe use of lightening products	
4. Color theory, formulating, and products	
A) Virgin Hair	
1. Safe application and removal for virgin hair (e.g., chemical relaxer, chemical texturing products, permanent waving products)	
B) Chemically Treated Hair	
1. Safe application and removal for chemically treated hair (e.g., chemical relaxer, chemical texturing products, permanent waving products)	
C) Chemical Safety, Products, and Results	
1. Assessing chemical process results	
2. Safe use of chemical texturing products	
3. Precautions for chemical hair texturing	
A) Massage	
1. Safe facial massage movements	
B) Preparation, Products, and Services	
1. Preparing client for skin care services	
2. Use of different skin care products	
3. Scalp care treatments	
C) Skin Care Safety	
1. Safe procedures for performing cleansing facials	
2. Safe procedures for chemical and mechanical exfoliation	
3. Safe use of skin care tools, machines, and devices	
4. Safe application and removal of hot towels	
5. Safe product use and application for all skin conditions	

VIII. Shaving	22%	19
A) Shaving Safety		
1. Contraindications of shaving		
2. Shaving different facial hair types and textures		
3. Safe shaving procedures (i.e., stretching the skin and direction of the stroke)		
4. Safe razor handling		
5. Safe shaving around the mouth and ears		
B) Shaving Products and Strokes		
1. Shaving products and application (e.g., lather, bracer)		
2. Freehand, backhand, reverse freehand and reverse backhand shaving strokes		
C) Shaving Tools and Equipment		
1. Safe use of shaving tools and equipment		
2. Maintenance of shaving tools and equipment		
3. Blade disposal		

Barber Theory Exam General Portion References

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Cosmetologist Theory Exam General Portion 110 Questions (100 scored, 10 pretest) 2 hours (120 minutes)		
Topic Name	**Weight**	**Items**
I. Safety and Infection Control	30%	30
A) Workplace Infection Control Procedures		
1. Infectious diseases, pathogens, and exposure prevention		
2. Methods and procedures for cleaning and disinfection		
a. Contaminated tools		
b. Machines and equipment		
c. Daily workstation		
3. Levels of decontamination (i.e., cleaning, disinfection, sterilization)		
4. Procedures for exposure incidents (e.g., Standard/Universal Precautions, OSHA, CDC)		
5. Products to be used for cleaning and disinfecting		
6. Labeling and storage of cleaned and disinfected tools and equipment		
7. Single- and multi-use items and materials		
B) Workplace Safety Precautions		
1. Procedures for maintaining safe working conditions		
2. Safe water temperature		
3. Safe use of equipment and maintenance procedures		
4. Labeling and storage of materials and chemicals		
5. Safety Data Sheets (SDS) and prohibited materials and substances		
6. Federal safety regulations (e.g., OSHA, EPA, FDA)		
7. Identifying adverse reactions to chemicals		
8. Protective chemical barriers and draping for clients		
9. Proper ventilation		
10. Electrical safety		
II. Client Consultation and Hair, Skin, and Nail Analysis	19%	19
A) Client Consultation		
1. Client intake and consent form procedures to determine possible contraindications		

3. Recommendation client seek a medical opinion	
B) Hair, Skin, and Nail	
1. Hair, skin, and nail structure	
2. Hair, skin, and nail analysis	
3. Selection of appropriate services based on condition of hair, skin, and nails	
C) Adverse Reactions, Diseases, Contraindications	
1. Allergic reaction (patch) test procedures	
2. Hair and scalp diseases and disorders	
3. Skin diseases and disorders	
4. Nail diseases and disorders	
5. Signs of adverse reactions to products during and after service	
6. Contraindications to manicure and pedicure services	
7. Contraindications to nail enhancement services	
A) Hairstyling Procedures	
1. Procedures for textured hairstyling	
a. Hair extension application, maintenance, removal	
b. Locking	
c. Braiding	
2. Procedures for hair additions, replacements, and enhancements	
a. Hair piece application, maintenance, removal	
3. Blowdrying procedures	
4. Thermal curling procedures	
B) Hairstyling Tools	
1. Precautions for use of thermal styling tools (e.g., testing temperature, protecting scalp)	
A) Haircutting Procedures	
1. Procedures for cutting different hair types (e.g., straight, curly, over-curly, and wavy)	
B) Tool and Implement Safety	

A) Application	
1. Application of haircoloring chemicals for all hair types	
2. Purpose and procedure of strand testing	
3. Hair and scalp preparation	
4. Application of haircoloring chemicals to facial hair (e.g., eyebrows, eyelashes)	
B) Safe Use of Chemicals and Products	
1. Hair chemical mixing and safety	
2. Application procedures and safe use of color (e.g., overprocessed hair, metallic or compound dyes, minerals)	
3. Application procedures and safe use of lightening products	
4. Color theory, formulating, and products	
A) Virgin Hair	
1. Safe application and removal for virgin hair (e.g., chemical relaxer, chemical texturing products, permanent waving products)	
B) Chemically Treated Hair	
1. Safe application and removal for chemically treated hair (e.g., chemical relaxer, chemical texturing products, permanent waving products)	
C) Chemical Safety, Products, and Results	
1. Assessing chemical process results	
2. Safe use of chemical texturing products	
3. Precautions for chemical hair texturing	
A) Massage	
1. Safe facial massage movements	
2. Safe manicure and pedicure massage movements	
B) Preparation, Products, and Services	
1. Preparing client for skin care services	
2. Use of different skin care products	
3. Scalp care treatments	
C) Skin Care Safety	

2. Safe procedures for chemical and mechanical exfoliation	
3. Safe use of skin care tools, machines, and devices	
4. Safe application and removal of hot towels	
5. Safe product use and application for all skin conditions	
6. Safe removal of calluses	
A) Eyelash and Eyebrow Safety	
1. Safe application and removal of eyelash enhancements	
2. Safe application procedures for chemical eyelash services	
B) Products and Procedures	
1. Safe use of eyebrow and eyelash tinting products	
2. Safety procedures for artificial eyelash adhesive and remover products	
A) Hair Removal Safety	
1. Safe hair removal using depilatories, waxing, and sugaring	
2. Safe hair removal using tweezing and threading	
3. Tools, supplies, and products for hair removal	
B) Infection Control (e.g., cross-contamination, wearing gloves)	
C) Contraindications to Hair Removal Services	
A) Nail Safety	
1. Safe use of nail products, tools, and equipment	
2. Safe filing and buffing of nails	
3. Safe cuticle removal	
4. Safe manicure and pedicure procedures	
B) Nail Workstation and Environment	
1. Nail station ventilation (e.g., particulate matter control)	
2. Nail infection control procedures (e.g., closing multi-use containers while clipping and filing, clean files and buffers)	
C) Nail Enhancements	

1. Natural nail products, procedures, and repair	
2. Artificial nail enhancement products, application, maintenance, and repair	
3. Artificial nail removal	

Cosmetologist Theory Exam General Portion
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Esthetician Theory Exam General Portion 85 Questions (75 scored, 10 pretest) 1.5 hours (90 minutes)		
Topic Name	**Weight**	**Items**
I. Safety and Infection Control	40%	30
A) Workplace Infection Control Procedures		
1. Infectious diseases, pathogens, and exposure prevention		
2. Methods and procedures for cleaning and disinfection		
a. Contaminated tools		
b. Machines and equipment		
c. Daily workstation		
3. Levels of decontamination (i.e., cleaning, disinfection, sterilization)		
4. Procedures for exposure incidents (e.g., Standard/Universal Precautions, OSHA, CDC)		
5. Products to be used for cleaning and disinfecting		
6. Labeling and storage of cleaned and disinfected tools and equipment		
7. Single- and multi-use items and materials		
B) Workplace Safety Precautions		
1. Procedures for maintaining safe working conditions		
2. Safe water temperature		
3. Safe use of equipment and maintenance procedures		
4. Labeling and storage of materials and chemicals		
5. Safety Data Sheets (SDS) and prohibited materials and substances		
6. Federal safety regulations (e.g., OSHA, EPA, FDA)		
7. Identifying adverse reactions to chemicals		
8. Protective chemical barriers and draping for clients		
9. Proper ventilation		
10. Electrical safety		
II. Client Consultation and Skin Analysis	19%	14
A) Client Consultation		
1. Client intake and consent form procedures to determine possible contraindications		
2. Declining or altering service based on contraindications		

3. Recommendation client seek a medical opinion		
B) Skin		
1. Skin structure		
2. Skin analysis		
3. Selection of appropriate services based on condition of skin		
C) Adverse Reactions, Diseases, Contraindications		
1. Allergic reaction (patch) test procedures		
2. Skin diseases and disorders		
3. Signs of adverse reactions to products during and after service		
III. Skin Care	17%	13
A) Massage		
1. Safe facial massage movements		
B) Preparation, Products, and Services		
1. Preparing client for skin care services		
2. Use of different skin care products		
C) Skin Care Safety		
1. Safe procedures for performing facial services		
2. Safe procedures for chemical and mechanical exfoliation		
3. Safe use of skin care tools, machines, and devices		
4. Safe application and removal of hot towels		
5. Safe product use and application for all skin conditions		
IV. Makeup	3%	2
A) Makeup Safety and Hygiene		
1. Safe makeup application and removal procedures (e.g., bracing techniques)		
2. Hygienic makeup application and removal procedures (e.g., disposable applicators, artist palette)		
V. Eyelash and Eyebrow	6%	5
A) Eyelash and Eyebrow Safety		
1. Safe application and removal of eyelash enhancements		
2. Safe application procedures for chemical eyelash services		
B) Products and Procedures		

1. Safe use of eyebrow and eyelash tinting products		
2. Safety procedures for artificial eyelash adhesive and remover products		
VI. Hair Removal	15%	11
A) Hair Removal Safety		
1. Safe hair removal using waxing and sugaring		
2. Safe hair removal using tweezing and threading		
3. Tools, supplies, and products for hair removal		
B) Infection Control (e.g., cross-contamination, wearing gloves)		
C) Contraindications to Hair Removal Services		

Esthetician Theory Exam General Portion
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Manicurist Theory Exam General Portion 65 Questions (60 scored, 5 pretest) 1.5 hours (90 minutes)		
Topic Name	**Weight**	**Items**
I. Safety and Infection Control	50%	30
A) Workplace Infection Control Procedures		
1. Infectious diseases, pathogens, and exposure prevention		
2. Methods and procedures for cleaning and disinfection		
a. Contaminated tools		
b. Machines and equipment		
c. Daily workstation		
3. Levels of decontamination (i.e., cleaning, disinfection, sterilization)		
4. Procedures for exposure incidents (e.g., Standard/Universal Precautions, OSHA, CDC)		
5. Products to be used for cleaning and disinfecting		
6. Labeling and storage of cleaned and disinfected tools and equipment		
7. Single- and multi-use items and materials		
B) Workplace Safety Precautions		
1. Procedures for maintaining safe working conditions		
2. Safe water temperature		
3. Safe use of equipment and maintenance procedures		
4. Labeling and storage of materials and chemicals		
5. Safety Data Sheets (SDS) and prohibited materials and substances		
6. Federal safety regulations (e.g., OSHA, EPA, FDA)		
7. Identifying adverse reactions to chemicals		
8. Protective chemical barriers and draping for clients		
9. Proper ventilation		
10. Electrical safety		
II. Client Consultation and Nail Analysis	18%	11
A) Client Consultation		
1. Client intake and consent form procedures to determine possible contraindications		
2. Declining or altering service based on contraindications		

3. Recommendation client seek a medical opinion		
B) Skin and Nail		
1. Skin and nail structure		
2. Skin and nail analysis		
3. Selection of appropriate services based on condition of skin and nails		
C) Adverse Reactions, Diseases, Contraindications		
1. Allergic reaction (patch) test procedures		
2. Skin diseases and disorders		
3. Nail diseases and disorders		
4. Signs of adverse reactions to products during and after service		
5. Contraindications to manicure and pedicure services		
6. Contraindications to nail enhancement services		
III. Skin Care	10%	6
A) Massage		
1. Safe manicure and pedicure massage movements		
B) Skin Care Safety		
1. Safe use of skin care tools, machines, and devices		
2. Safe application and removal of hot towels		
3. Safe product use and application for all skin conditions		
4. Safe removal of calluses		
		13
A) Nail Safety		
1. Safe use of nail products, tools, and equipment		
2. Safe filing and buffing of nails		
3. Safe cuticle removal		
4. Safe manicure and pedicure procedures		
B) Nail Workstation and Environment		
1. Nail station ventilation (e.g., particulate matter control)		
2. Nail infection control procedures (e.g., closing multi-use containers while clipping and filing, clean files and buffers)		
C) Nail Enhancement		

2. Artificial nail enhancement products, application, maintenance, and repair	
3. Artificial nail removal	

Manicurist Theory Exam General Portion
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Electrologist Theory Exam General Portion 55 Questions (50 scored, 5 pretest) 1.5 hours (90 minutes)		
Topic Name	**Weight**	**Items**
I. Safety and Infection Control	36%	18
A) Workplace Infection Control Procedures		
1. Infectious diseases, pathogens, and exposure prevention		
2. Methods and procedures for cleaning and disinfection		
a. Contaminated tools		
b. Machines and equipment		
c. Daily workstation		
3. Levels of decontamination (i.e., cleaning, disinfection, sterilization)		
4. Procedures for exposure incidents (e.g., Standard/Universal Precautions, OSHA, CDC)		
5. Products to be used for cleaning and disinfecting		
6. Labeling and storage of cleaned and disinfected tools and equipment		
7. Single- and multi-use items and materials		
B) Workplace Safety Precautions		
1. Procedures for maintaining safe working conditions		
3. Safe use of equipment and maintenance procedures		
4. Labeling and storage of materials and chemicals		
5. Safety Data Sheets (SDS) and prohibited materials and substances		
6. Federal safety regulations (e.g., OSHA, EPA, FDA)		
7. Identifying adverse reactions to chemicals		
8. Protective barriers and draping for clients		
9. Proper ventilation		
10. Electrical safety		
II. Client Consultation and Hair and Skin Analysis	30%	15
A) Client Consultation		
1. Client intake and consent form procedures to determine possible contraindications		
2. Declining or altering service based on contraindications		

3. Recommendation client seek a medical opinion		
B) Hair and Skin		
1. Hair and skin structure		
2. Hair and skin analysis		
3. Selection of appropriate services based on condition of hair and skin		
C) Adverse Reactions, Diseases, Contraindications		
1. Allergic reaction (patch) test procedures		
2. Hair diseases and disorders		
3. Skin diseases and disorders		
4. Signs of adverse reactions to products during and after service		
III. Electrolysis Treatment and Analysis	34%	17
A) Pre-treatment Analysis		
1. Basic principles of electrology		
2. Probe selection		
3. Sharps container		
B) Treatment Procedures		
1. Skin preparation pre-treatment		
2. Post-treatment products and procedures		
C) Adverse Reactions to Treatment		
D) Hair Removal Methods		
1. Galvanic		
2. High Frequency		
3. Blend		

Electrologist Theory Exam General Portion
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Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion Regarding Establishment Owner Responsibilities

Purpose

This memo summarizes the statutory and regulatory responsibilities of establishment owners licensed by the Board of Barbering and Cosmetology. It also outlines the educational materials currently provided to owners upon initial licensure and renewal. This memo is intended to be informational and provide clarification on current educational opportunities and support provided by the Board for establishment owners.

Statutory and Regulatory Requirements for Establishment Owners

Business and Professions Code (BPC) § 7347 – Establishment License Application and Labor Law Acknowledgment

Any person, firm, or corporation seeking to operate a licensed establishment must submit an application accompanied by the appropriate fee. Applicants must certify that:

- Establishments are responsible for compliance with all applicable state labor laws.
- The applicant understands the informational materials on basic labor laws required under BPC § 7314.3. This includes information on key differences between the legal rights, benefits, and obligations of an employee and an independent contractor, wage and hour rights of an hourly employee, antidiscrimination laws relating to the use of a particular language in the workplace, antiretaliation laws relating to a worker's right to file complaints with the Department of Industrial Relations, and how to obtain more information about state and federal labor laws.

BPC § 7353.4 – Mandatory Labor Commissioner Posting

Establishments must post the Labor Commissioner's notice in a conspicuous location visible to employees. The posting explains that all workers (regardless of immigration status) are protected by labor laws, must receive proper wages, breaks, and sick leave, and cannot be misclassified as independent contractors unless they meet specific criteria. It also informs workers of their rights to report violations without fear of retaliation and details updated rules for manicurists starting in 2025. The posting must be provided in English, Spanish, Vietnamese, and Korean.

California Code of Regulations (CCR) § 904(b) – Owner and Operator Responsibility for Health & Safety Rules

The holder(s) of an establishment or mobile unit license, and the person in charge, are jointly responsible for implementing and maintaining required Health and Safety Rules. This responsibility applies to owners, employees, independent contractors, and anyone working on the premises.

Requirements Affirmed in the Establishment Application

When submitting an Establishment Application, owners must certify that:

- They have read and understand the Workers' Rights information available at: https://barbercosmo.ca.gov/consumers/workers_rights.shtml.
- The establishment will comply with the Barbering and Cosmetology Act and the California Code of Regulations prior to opening for business.

The application also requires acknowledgment of labor law obligations, proper worker classification, and overall compliance responsibilities.

Educational Materials Provided by the Board

Upon initial issuance of an establishment license, the Board mails the license along with an information packet containing:

- Message to Consumer Notice and accompanying message
- Owners Must Know This + translated language insert
- Self-Inspection Checklist
- 12 Most Common Violations
- Schedule of Administrative Fines
- AB 1661 (Sexual Harassment Prevention Training) + Stop Human Trafficking notice

A copy of the information packet is attached.

Upon biennial renewal, owners receive the same packet of materials with their renewal license. These documents collectively introduce owners to required postings, consumer disclosures, inspection expectations, common violations, fines, and certain workplace-related responsibilities.

Conclusion

The Board provides establishment owners with baseline information at the point of application and renewal.

BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GOVERNOR EDMUND G. BROWN JR.

BOARD OF BARBERING AND COSMETOLOGY
P.O. Box 944226, Sacramento, CA 94244-2260
P (800) 952-5210 F (916) 575-7281 www.barbercosmo.ca.gov

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EFFECTIVE JANUARY 1, 2018

The Board of Barbering and Cosmetology's Health and Safety Rules poster no longer needs to be displayed in the reception area of the establishment.

The new "Message to the Consumer" must be posted in the reception area of the establishment.

For your convenience, a copy of the "Message to the Consumer" is on the back of this page.

To obtain a color copy of the "Message to the Consumer":

- **Visit the Board's website at www.barbercosmo.ca.gov**
- **Print the "Message to the Consumer"**
- **Post in the reception area of your establishment.**

905. Posting of Consumer Information Message

Approved-school owners and licensed establishment owners both shall post a copy of the board's "Message to the Consumer" (BBC-CP01(2/2017)), which is hereby incorporated by reference, conspicuously in the reception areas of their schools and establishments.

Interested in receiving Board information via email?

- **Subscribe to the BBC Email List by going to www.barbercosmo.ca.gov**
- **Select Join Our Email List in the Quick Hits section on the home page.**

If you have any questions please contact the Board at barbercosmo@dca.ca.gov and enter "Message to the Consumer" in the subject line.

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Board of Barbering & Cosmetology

MESSAGE TO THE CONSUMER

TO FILE A COMPLAINT, PLEASE CONTACT THE BOARD AT

www.barbercosmo.ca.gov

(800) 952-5210

The Board's laws and regulations can be found on the Board's Web site at
www.barbercosmo.ca.gov
or in B&P Code Sections 7301-7426.5 and Title 16 CCR Sections 901-999.

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Board of Barbering & Cosmetology

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OWNERS MUST KNOW THIS

- An inspection can be done at any time the establishment is open or services are being performed. You should not prevent the inspection. Refusing an inspection will lead to a citation and fine.
- Owners must have access to all rooms, drawers, roller carts, etc. Inspectors must inspect all locked areas, so make sure you have a key (even if the key belongs to a booth renter/independent contractor).
- A Self-Inspection Sheet has been included with this mailing. Use this to prepare yourself and anyone working in the establishment for an inspection.
- The Top Violations Sheet has been included with this mailing. These are the violations that are most commonly found in establishment. Review this information so you do not receive a citation and fine for these violations.
- The Schedule of Administrative Fines has been included with this mailing. Become familiar with the cost of violations.

Visit the Board's website (www.barbercosmo.ca.gov) for additional information on:

Joining the Board's E-Mail List for All Updates
Industry Bulletins
Illegal Tools
Frequently Asked Questions
Laws and Regulations
Join the e-Mail list

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Forms and some information are available in Vietnamese, Spanish, and Korean on the Board's website at www.barbercosmo.ca.gov.

Sẵn có các biểu mẫu và một số thông tin bằng tiếng Việt, tiếng Tây Ban Nha, và tiếng Hàn trên website của Hội đồng tại địa chỉ www.barbercosmo.ca.gov.

위원회 웹사이트(www.barbercosmo.ca.gov)에서 양식 및 일부 정보가 베트남어, 스페인어, 한국어로 제공됩니다.

Formularios y más información disponibles en vietnamita, español y coreano en el sitio web de la Junta en www.barbercosmo.ca.gov.

If you need assistance in interpreting Board information, please contact the Board via email at barbercosmo@dca.ca.gov or call 1-800-952-5210.

Nếu quý vị cần được trợ giúp trong việc thông dịch thông tin về Hội đồng, vui lòng liên hệ với Hội đồng qua thư điện tử theo địa chỉ barbercosmo@dca.ca.gov hoặc gọi 1-800-952-5210.

위원회의 정보를 해석하는 데 도움이 필요할 경우 이메일(barbercosmo@dca.ca.gov) 또는 전화(1-800-952-5210)를 통해 문의하십시오.

Si tiene dudas respecto a la información de la Junta y necesita ayuda, comuníquese con la Junta por correo electrónico a barbercosmo@dca.ca.gov o llame al 1-800-952-5210.

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BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
P.O. Box 944226, Sacramento, CA 94244-2260
Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
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Self-Inspection Worksheet

Performing regular self-inspections is an effective way to ensure your establishment remains in compliance with Board of Barbering and Cosmetology (Board) regulations and California laws. Remember, both the establishment owner and any licensees working in the establishment are responsible for compliance and may be cited if violations are found during an inspection. The following questions are designed to assist you in conducting thorough self-inspections.

(B&P) Business and Professions Code
(CCR)Title 16, Division 9 of the California Code of Regulations
(CIV) Part 2, Division 1 of the California Civil Code

ESTABLISHMENT LICENSE

All answers should be "Yes"

1.	Do you have an establishment license? *(B&P 7317)*	o Yes	o No
2.	Is your establishment license current and valid? *Only current, valid licenses may be displayed. The Inspector will confiscate invalid licenses. Photocopies are illegal. (B&P 7347, 7317, 119(f), CCR 965(c)*	o Yes	o No
3.	Are the current owner and address on the license correct? *If no, you need to apply for a new establishment license. (B&P 7347)*	o Yes	o No
4.	Is the most current "Message to the Consumer" (BBC-CP01(2/2017)) conspicuously posted in the reception area? If no, a downloadable copy is available on the Board's website. *(CCR 905)*	o Yes	o No
5.	Is the Labor Rights Notice posted conspicuously where other similar notices are posted for employees? If no, a downloadable copy is available on the Board's website. *(B&P 7353.4)*	o Yes	o No
6.	Is the Prevention of Gender-Based Discrimination: Business Establishments' Legal Obligations conspicuously posted in the reception area? If no, a downloadable copy is available on the Board's website. *(CIV 51.6)*	o Yes	o No
7.	Is the Human Trafficking Notice conspicuously posted in the reception area? If no, a downloadable copy is available on the Board's website. *(CIV 52.6)*	o Yes	o No
8.	Do you have a licensee in charge? *There must be a licensee in charge for purposes of the inspection. (B&P 7348)*	o Yes	o No
9.	If your establishment is in a private residence, does it have an entrance separate from the entrance of the private living quarters? *(B&P 7350)*	o Yes	o No
10.	If you have locked rooms, cabinets, or drawers, are keys readily accessible at all times? *(B&P 7313)*	o Yes	o No

PERSONAL LICENSES

All answers should be "Yes"

11.	Do all employees have a current, valid license? *Only current, valid licenses may be displayed. The Inspector will confiscate all others. Photocopies are illegal. (B&P 7349,119(f), CCR 965(c)*	o Yes	o No
12.	Is each license conspicuously posted in the licensee's primary work area? *The license must be posted whenever the licensee is working. (CCR 965(a))*	o Yes	o No
13.	Does each licensee have valid government-issued photo identification during work hours? *(CCR 904(d))*	o Yes	o No

HEALTH AND SAFETY

All answers should be "Yes"

14.	Do you have containers large enough for proper disinfection? *All non-electrical items being disinfected must be fully immersed in solution. The container must be continuously covered. (CCR 978(a)(5), 979(b)(1))*	o Yes	o No
15.	Do you have a sufficient supply of disinfectant? Label on the disinfectant must show EPA-registered with demonstrated bactericidal, virucidal, and fungicidal activity. *(CCR 978(c))*	o Yes	o No
16.	Is the manufacturer labeled container on the premises for verification? *(CCR 978(c))*	o Yes	o No
17.	Are the correct disinfection procedures being followed on both non-electrical and electrical equipment? *(CCR 979, 980)*	o Yes	o No
18.	Is the disinfectant solution mixed according to manufacturer's directions? *(CCR 978(b))*	o Yes	o No
19.	Are all supplies that cannot be disinfected, disposed of in a waste receptacle immediately	o Yes	o No

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after use? *(CCR 981(a))*		
20. Are neck strips or towels used to protect each client's neck? *(CCR 985)*	*o* Yes	*o* No
21. Are clean instruments stored separately from soiled instruments? Are the soiled instruments stored in a container labeled “dirty”, “soiled” or “contaminated”? (CCR 979(c))	*o* Yes	*o* No
22. Are new supplies and single-use, disposable tools stored in a clean, covered place labeled “New”? *(CCR 981(b))*	*o* Yes	*o* No
23. Are the clean instruments stored in a covered container labeled “clean” or “disinfected”? *(CCR 979(d))*	*o* Yes	*o* No
24. Are all whirlpool and air-jet basins, pipe-less footspas (footplates, impellers, impeller assemblies and propellers), foot basins or tubs (any basin, tub, footbath, sink, bowl, and all non-electrical equipment that holds water for a pedicure service), being properly cleaned and disinfected after use upon each client, at the end of the day, weekly and properly logged? *(CCR 980.1, 980.2, 980.3)*	*o* Yes	*o* No
25. Are all single use, disposable, recyclable, liners that are designed specifically and manufactured for use as a foot basin or tub liner, disposed of immediately after each use? Is there is a supply of at least 5 liners per foot tub basin on the premises at all times? *(CCR 980.4)*	*o* Yes	*o* No
26. Are the floors, walls, ceilings, furniture, furnishings, and fixtures clean and in good condition? *(CCR 994(a))*	*o* Yes	*o* No
27. Is there hot and cold running water in the establishment, if hair dressing services are being performed? *(CCR 995(b))*	*o* Yes	*o* No
28. Is there a public toilet room? Is it clean? *(B&P 7351)*	*o* Yes	*o* No
29. Are hand washing facilities with hot and cold running water in, or adjacent to, the toilet room? Is soap (liquid or powder, not "community" bar, soap) provided? *(B&P 7352)*	*o* Yes	*o* No
30. Is the toilet room clear of all storage? *No storage of supplies, mops, buckets, etc. are allowed in the toilet room. (B&P 7351)*	*o* Yes	*o* No
31. Is potable drinking water available? *(CCR 995(c))*	*o* Yes	*o* No
32. Is there at least one covered waste receptacle for disposal of hair? *(CCR 978(a)(1))*	*o* Yes	*o* No
33. Are clean towels, sheets, robes, linens and smocks stored in a clean, closed cabinet or container? *(CCR 987(c), 978(a)(3))*	*o* Yes	*o* No
34. Are soiled towels, robes, gowns, smocks, linens and sheets stored in a closed container? *(CCR 987(a), 978(a)(2))*	*o* Yes	*o* No
35. Is all waste, hair clippings or refuse, disposed of promptly without accumulation? *(CCR 994(b))*	*o* Yes	*o* No
36. Do all employees wash their hands or use an equally effective alcohol-based product before providing services to each client? (CCR 983(b))	*o* Yes	*o* No
37. Are headrests and/or treatment tables covered with a clean towel, sheet, or paper for each client? *(CCR 990(a)(c))*	*o* Yes	*o* No
38. Are shampoo bowls and sinks clean and in good repair? Has the hair trap been emptied? *(CCR 990(b))*	*o* Yes	*o* No
39. Are all containers and spray bottles correctly labeled? *(CCR 988(b))*	*o* Yes	*o* No
40. Are poisonous substances labeled? *(CCR 988(b))*	*o* Yes	*o* No
41. If only a portion of a cosmetic preparation is used, is it removed from the container so as not to contaminate the remaining portion? *(CCR 988(c))*	*o* Yes	*o* No

OTHER

All answers should be “No”

42. Do employees carry supplies or instruments on or in their garments? *This includes scissors, holsters, and pouches. (CCR 981(c))*	*o* Yes	*o* No
43. Are prohibited services being offered? *(CCR 991, B&P 7320)*	*o* Yes	*o* No
44. Are there any supplies, equipment, or instruments in the establishment, which can be considered a practice of medicine for the type of services being offered, e.g., chemicals, medical supplies, needles, devices, etc.? *(B&P 7320.2, 7320.1)*	*o* Yes	*o* No
45. Is the establishment used for sleeping or residential purposes? *(B&P 7350)*	*o* Yes	*o* No
46. Are there any illegal metal instruments being used or stored in the establishment, such as razor callous shavers (credo blades), metal scrapers (graters), etc.? *(CCR 993(a), 993(b))*	*o* Yes	*o* No

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California Board of Barbering and Cosmetology
12 Most Common Violations Cited During an Inspection
16 California Code of Regulation sections

979-Disinfection Non-Electrical Tools: Fine amount - $100.00 - $500.00
How to avoid violation:

- Before use upon a client, properly clean tools. Remove all visible debris, clean with soap or detergent and water, dry tools, totally immerse instruments in an EPA-registered disinfectant solution, and use gloves or tongs to remove the tools from the disinfectant.
- Always keep disinfectant solution covered and change disinfectant when it is cloudy, contains debris, or according to the manufacturer's instructions.
- Store all soiled non-electrical items (example: combs, brushes, nail clippers) in a container that which is labeled "Dirty", "Soiled", or "Contaminated".
- Store all disinfected non-electrical items in a clean covered place which is labeled "Clean" or "Disinfected".
- Shears shall be disinfected by removing all visible debris, clean with soap or detergent and water, spray or wipe with an EPA-registered disinfectant solution.
- Disinfected tools and shears shall NOT be placed in a container, pouch or holder which cannot be disinfected.

988-Liquids, Creams, Powders and Cosmetics: Fine amount - $50.00 - $150.00
How to avoid violation:

- Store all liquids, creams, waxes, shampoo, powders, gels and other cosmetic preparations in clean and closed containers. Powders may be kept in clean shakers.
- Distinctly label all bottles and containers of their contents (example: water, gel, oil, etc.).
- When only using a portion of a cosmetic preparation, remove from container in such a way as to not contaminate the remaining portion. *Example: When removing wax from a wax pot, avoid "double dipping" the same wax stick applicator.*

981 (a) - No Disposal of Tools and Supplies That Cannot Be Disinfected: Fine amount-$100.00 - $250.00
How to avoid violation:

- After use on a single client, immediately dispose of tools and supplies that cannot be disinfected (example: buffers, pumice stone, wax sticks, toe separators, gloves, cotton pads, sponges, emery boards, and neck strips) in a waste receptacle.

981 (b) – Improper Storage of New Supplies and Disposable Tools: Fine amount-$50.00 - $150.00
How to avoid violation:

- Make sure all new supplies and single-use, disposable tools are stored in a clean, covered place labeled "New"

7317- Unlicensed Establishment/Persons: Fine amount - $25.00 - $1,000.00
How to avoid violation:

- Always keep your personal and/or establishment license current.
- Be sure that the establishment you work at is licensed and current.
- Be sure that employees are all licensed and current.

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7351 – Restroom Requirements: Fine amount-$50.00 - $150.00

How to Avoid:

- You need to have a public restroom.
- The restroom should always be kept clean.
- The restroom should be clear of all storage. No storage of supplies, mops, buckets, etc . , are allowed in the restroom.

965-Display of Licenses: Fine amount-$50.00 - $150.00

How to avoid violation:

- Conspicuously post individual licenses at the licensee's primary work station.
- Conspicuously post the establishment license in the reception area.
- Do not display an expired or invalid license.

987-Towels: Fine amount-$50.00 - $150.00

How to avoid violation:

- After a towel, sheet, robe, linen or smock has once been used once, place it in a closed container to be laundered.
- Launder towels commercially in water at least 160 degrees for no less than 25 minutes, or using chemicals and cold water.
- Keep clean towels, sheets, robes, linen or smocks stored in clean, closed cabinets or containers.

994-Cleanliness and Repair: Fine amount-$50.00 - $150.00

How to avoid violation:

- Keep all floors, walls, woodwork, ceilings, furniture, furnishing, and fixtures clean and in good repair.
- Do not permit an accumulation of waste, hair clippings, or refuse in establishment.

978 (a) (5) - Insufficient Disinfectant in Container for Total Immersion: Fine amount-$100.00 - $200.00

How to avoid violation:

- When disinfecting tools, ensure there is enough disinfectant solution in the container to allow for total immersion of tools. If tools do not completely fit in the container (example: handle of a brush sticks out), use a different container.

986- Neck dusters/Brushes Not Clean or Sanitary: Fine amount-$50.00 - $150.00

How to avoid violation:

- Properly clean neck, nail, facial, or makeup dusters and manicure brushes before use on a client.
- Place clean dusters and brushes in a clean, covered place which is labeled "Clean".
- Place soiled dusters or brushes in a container labeled "Dirty", "Soiled", or "Contaminated".

990-Headrests, Shampoo Trays and Bowls, and Treatment Tables: Fine amount-$50.00 - $150.00

How to avoid violation:

- Keep the headrest of chairs covered with a clean towel or paper sheet for each client.
- Clean shampoo trays and bowls with soap and water or other detergent after each shampoo.

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- Keep shampoo trays and bowls in good repair and in a sanitary condition at all times.
- Cover treatment tables with clean treatment table paper, a clean towel, or a clean sheet after each use.
- Remove a towel or sheet immediately after used and deposit it in a closed container to be laundered.

Immediately dispose of treatment paper after a single use.

7349- Employment of Unlicensed Persons: Fine amount - $1,000.00

How to avoid violation:

- Before hiring verify each individual has a current and valid license to practice barbering, cosmetology and electrology services.

980(c)- Disinfection Electrical Tools: Fine amount- 50.00 - $150.00

How to avoid violation:

- All soiled electrical tools used on a client or soiled in any manner, shall be placed in a container labeled "Soiled"," Dirty" or "Contaminated" *(excluding hot styling tolls)*

980.1(c) (7), (d)(7), 980.2(b)(7), (c) (6), (d)(3), 980.3(b)(6) and 980.4(a) (2) – Pedicure Equipment Cleaning Log – Fine amount - $100.00- $200.00

How to avoid violation:

- After use upon a client, at the end of each day and weekly properly clean and disinfect the pedicure foot spa chair, basin or tub equipment according to the type of foot spa chair, basin, or tub you have. *(example Pipe-less Foot spas, Non-Whirlpool Foot Basin or Tub, and Disposable Foot Basins or Tub Liners)*
- Record the procedure in the pedicure equipment log , include the date, time of each cleaning and the initials of the person who completed the procedure, and indicate the cleaning was done after the client, end of day or weekly.
- Each chair, basin or tub shall have its own pedicure equipment log.
- The pedicure equipment log shall be made available upon request by either a client or a board representative.

Revised August 2016

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Article 11. Administrative Fines and Citations

Title 16, Division 9, California Code of Regulations

Board of Barbering and Cosmetology

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974. Schedule of Administrative Fines

(a) An administrative fine maybe assessed for violations of the specified sections of the Business and Professions Code and Division 9 of Title 16 of the California Code of Regulations as follows:

Schedule of Administrative Fines				
Section	**1st Violation**	**2nd Violation**	**3rd Violation**	**Waivable**
7313. Access to Establishment for Inspection	250	500	750	No
7317. Unlicensed Establishment	500	1,000	1,000	No
7317. Unlicensed Individual	1,000	1,000	1,000	No
7317. Expired Establishment License	250	300	500	No
7317. Expired Individual License	250	300	500	No
7317. Individual Working in an Expired Establishment	25	50	100	No
7317. Individual Working in an Unlicensed Establishment	250	300	500	No
7320. Practice of Medicine	1,000	1,000	1,000	No
7320.1. Use of Illegal Metal Tools	250	500	500	No
7320.2. Illegal Treatment Methods	500	500	500	No
7336. No Supervision of Apprentice	100	150	200	No
7348. No Licensee in Charge of Establishment	100	150	200	No
7349. Employing Unlicensed Persons	1,000	1,000	1,000	No
7349. Employing Unlicensed Persons– Expired License	250	300	500	No
7349.1. Illegal Use of a Barber Pole	25	50	100	No
7350. Establishment Residential Use/Entrance/ Prohibited Use	50	100	150	No
7352. No Soap/ Towels or Air Hand Dryers in Hand Washing Facilities	50	100	150	No
7353.4. Labor Rights Notice Not Posted	50	100	150	No
7358. No Licensee in Charge of Mobile Unit	100	150	200	No
7359. Employing Unlicensed Person in Mobile Unit	1,000	1,000	1,000	No
7360. Mobile Unit– Residential/ Prohibited Use	50	100	150	No
7400. No Change of Address Notice Filed	50	100	150	No
7404(l). Interference with Inspection	1,000	1,000	1,000	No
904(d). No Photographic Identification Available	50	100	150	No
905. Consumer Info. Not Posted	50	100	150	No
920. Apprentice Training Records Not Available/ Incomplete	100	150	200	No
920. Apprentice Training Records Not Available/ Incomplete	100	150	200	No

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Schedule of Administrative Fines				
Section	**1st Violation**	**2nd Violation**	**3rd Violation**	**Waivable**
965. Display of Licenses	50	100	150	No
978(a)(1), (a)(2),(a) (3), (a)(4). Receptacles, Cabinets and Containers	50	100	150	No
978(a)(5). Insufficient Disinfectant in Container for Total Immersion	100	150	200	No
978(a)(6). No Steam/Dry Heat Sterilizer for Electrology Tools	500	1,000	1,500	No
978(b). No Disinfectant Solution Available for Use	250	300	500	No
978(c). No Manufacturer- Labeled Container for Disinfectant	250	300	500	No
979. Disinfecting Non-Electrical Tools and Equipment	100	250	500	No
980(a). Incorrect Disinfection of Electrical Items	100	250	500	No
980(b). Incorrect Storage of Electrical Disinfected Items	50	100	150	No
980(c). Incorrect Storage of Soiled Electrical Tools	50	100	150	No
980.1. Incorrect Disinfection of Pedicure Spas (Per Chair)	500	500	500	No
980.1(c)(7). 980.1(d)(8). 980.1(e)(4). Incorrect/ Missing Log	100	150	200	No
980.1(g). Failure to List Chair as “Not in Service” in Log; No Sign Displayed on Chair	50	100	150	No
980.2. Incorrect Disinfection of “Pipeless” Footspas (Per Unit)	500	500	500	No
980.2(b)(7). 980.2(c)(6). 980.2(d)(3). Incorrect/ Missing Log	100	150	200	No
980.2(f). Failure to List Chair as “Not in Service” in Log; No Sign Displayed on Chair	50	100	150	No
980.3. Incorrect Disinfection of “Non- Whirlpool Foot Basin” (Per Unit)	100	150	200	No
980.3(b)(6). Incorrect/ Missing Log	50	100	150	No
980.3(e). Improper Storage of Basins or Tubs	50	100	150	No
980.4. Incorrect Disinfection of Foot Basin or Tub After Use of Disposable Liner	500	500	500	No
980.4(a)(2). Incorrect/ Missing Log	50	100	150	No
980.4(a) (4). Failure to Maintain Supply of Five (5) Disposable Liners per Foot Tub Basin	250	300	500	No
981(a). No Disposal of Non-Disinfected Items	100	150	200	No
981(b). Improper Storage of New Supplies and Disposable tools	50	100	150	No
981(c). Carry Tools or Supplies in or on Garments	50	100	150	No
982. Incorrect Sterilization of Electrology Tools	100	150	200	No
983. Personal Cleanliness	50	100	150	No

PROOF

Schedule of Administrative Fines				
Section	**1st Violation**	**2nd Violation**	**3rd Violation**	**Waivable**
984(a). Allow Licensee with Infectious/ Communicable Disease to Work on Person	100	250	500	No
984(b). Allow or Require a Licensee to Work on Person with Infectious/ Communicable Disease	100	250	500	No
984(e). Performing Services on Inflamed, Broken, Infected or Erupted Skin or Scalp Surface/ Working Without Gloves When Skin on Hands Is Inflamed, Broken, Infected or Erupted	100	250	500	No
985. No Use of Neck Strips or Towel	50	100	150	No
986. Neck Dusters/ Brushes Not Clean or Sanitary	50	100	150	No
987. Towels	50	100	150	No
988. Liquids, Creams, Powders and Cosmetics	50	100	150	No
989. Prohibited Hazardous Substance/Use of Product	500	500	500	No
990. Headrests and Treatment Tables	50	100	150	No
991. Performing Invasive Procedures	500	500	500	No
992. Performing Invasive Skin Exfoliation/ Dermis	500	500	500	No
993. Prohibited Tools	300	400	500	No
994. Cleanliness and Repair	50	100	150	No
995(b), (c), (d), (e). Plumbing Standards	50	100	150	No

(b) A violation indicated in subdivision (a) as not waivable means that the Board, in its discretion, has determined that the violation cannot be corrected pursuant to Business and Professions Code Section 7407, and therefore that the fine for the first violation may not be avoided as provided for in Business and Professions Code Section 7409.

NOTE: Authority cited: Sections 7312, 7406 and 7407, Business and Professions Code. Reference: Sections 7353.4, 7406, 7407, 7407.1, 7409, Business and Professions Code.

PROOF

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Pursuant to Assembly Bill 1661, the notice on the back of this flyer must be posted in a conspicuous place near the public entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted.

Color copies of this notice can be found on our website at www.barbercosmo.ca.gov.

California Civil Code 52.6
(a) Each of the following businesses and other establishments shall, upon the availability of the model notice described in subdivision (d), post a notice that complies with the requirements of this section in a conspicuous place near the public entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted:

(14) Hair, nail, electrolysis, and skin care, and other related businesses or establishments subject to regulation under Chapter 10 (commencing with Section 7301) of Division 3 of the Business and Professions Code.

(h) A business or establishment that fails to comply with the requirements of this section is liable for a civil penalty of five hundred dollars ($500) for a first offense and one thousand dollars ($1,000) for each subsequent offense. A government entity identified in Section 17204 of the Business and Professions Code may bring an action to impose a civil penalty pursuant to this subdivision against a business or establishment if a local or state agency with authority to regulate that business or establishment has satisfied both of the following:

(1) Provided the business or establishment with reasonable notice of noncompliance, which informs the business or establishment that it is subject to a civil penalty if it does not correct the violation within 30 days from the date the notice is sent to the business or establishment.

(2) Verified that the violation was not corrected within the 30-day period described in paragraph (1).

PROOF

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STOP Human Trafficking

¡NO! a la trata de personas

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any other activity –

text 233-733 (Be Free)

or call the National Human Trafficking Hotline at 1-888-373-7888 or the California Coalition to Abolish Slavery and Trafficking (CAST) at 1-888-KEY-2-FRE(EDOM) or 1-888-539-2373 to access help and services.

Victims of slavery and human trafficking are protected under United States and California law.

The hotlines are:

- Available 24 hours a day, 7 days a week
- Toll-free
- Operated by nonprofit, nongovernmental organizations
- Anonymous and confidential
- Accessible in more than 160 languages
- Able to provide help, referral to services, training, and general information

Si a usted, o a alguien que conoce, lo están forzando a hacer algo y no lo dejan ir – ya sea sexo por dinero, trabajo de hogar, de campo agrícola, construcción, fábrica, en una tienda minorista o restaurante, o cualquier otra actividad – envíe un

texto 233-733 (Be Free)

o llame a la Línea Nacional Contra la Trata de Personas (National Human Trafficking Hotline) al 1-888-373-7888 o a la Coalición de California para la Abolición de la Esclavitud y la Trata de Personas (California Coalition to Abolish Slavery and Trafficking, CAST) al 1-888-KEY-2-FRE(EDOM) o 1-888-539-2373 para obtener ayuda y servicios.

Las víctimas de esclavitud y trata de personas están protegidas bajo las leyes de California y los Estados Unidos.

Las líneas de ayuda:

- Están disponibles las 24 horas, 7 días a la semana
- Son gratis
- Están operadas por organizaciones no de gobierno y sin fines de lucro
- Son anónimas y confidenciales
- Prestan servicio en más de 160 idiomas
- Pueden brindarle ayuda, remisión a servicios, capacitación e información general

PROOF

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action Regarding Booth Renters History and State Comparison

Background

Booth renters are independent contractors who rent or lease a workstation in an establishment but maintain a separate business identity. They are typically self-employed and responsible for:

- Recordkeeping
- Scheduling their own appointments
- Setting their menu of services
- Collecting client payments
- Filing their tax returns
- Paying business taxes
- Obtaining their own city/county business permit.

Independent contractors are financially responsible for their own business profits and losses and receive all income generated from their work. They work independently and are not subject to the establishment owner's control.

Prior Sunset Review

During the Board's 2014 Sunset Review, the Legislature raised concerns about whether booth renters need a separate licensing category. After stakeholder meetings, input from industry associations, and feedback from the public, the Board recommended establishing a booth rental license.

However, the legislature did not agree to propose language to create this new requirement.

Other State Boards

Other states have had more success in setting requirements for booth renters. Below are notable examples of what other regulatory agencies across the country require for booth renters or independent contractors.

- Illinois requires a certificate of registration for shops employing, renting space to, or contracting with cosmetology licensees.
- Louisiana requires an executed agreement between the salon owner and the practitioner that states both parties agree that the practitioner is not an employee, the salon owner has no right to control the methodology used by the practitioners to produce a given result, and a statement indicating the basis of the practitioner's compensation.
- Missouri requires any licensed professional leasing a booth or chair must obtain a separate establishment license for that rental space.
- New Jersey established a chair or booth rental license for licensees that rent or lease a chair or booth from the owner of a shop that is licensed by the board. The shop has no right to control the methodology used by the licensee renting the chair or booth.
- New York has an "Area Renter" license for licensees that work in an Appearance Enhancement Business but who are not employed by the owner.
- North Dakota requires licensees operating within a licensed establishment to be licensed as an Independent Licensee and maintain their own tools, supplies, and compliance.
- Ohio requires an individual who is not an employee or a salon or shop but who leases/rents space to practice barbering or a branch of cosmetology within the facility to obtain an Independent Contractor license. The owner is responsible for all common areas and independent contractors are equally responsible for common areas when present.
- Oregon requires independent contractors to obtain an Independent Contractor Registration.
- South Dakota requires booth renters or independent contractors to have a booth license. The Department of Labor and Regulation does not require but suggests a contract between the owner and booth renter.
- Texas requires establishment owners to submit a list of booth renters to the Board with their names and license numbers of all booth renters operating within the establishment.
- West Virginia requires booth or chair renters to register with the board before renting any space in a shop.

Impact Projections

Based on a review of data the Board has approximately 60,000 licensed establishments with approximately 40% of those establishment utilizing booth renters. This would mean approximately 24,000 establishments utilize booth renters.

Individual licensees also report that approximately 40% operate as booth renters. This would indicate that approximately 244,000 individual licensees are operating as booth renters.

It should be noted that these are estimated numbers based on the renewal survey.

Effects of Current Law

The Board currently issues citations to establishment owners for violations committed by all individuals offering services in the establishment. There are some health and safety violations that only the individual licensee is cited for if they can be identified, they are present during the inspection, and the violation has not been found repeatedly in the establishment. This creates conflict as establishment owners have limited control over booth renters. Establishment owners often complain that they are cited unfairly for booth renters who are unwilling to comply with the Board's laws, while booth renters contend that some owners treat them like employees without providing taxes or workers' compensation insurance.

Conclusion

A clearer framework for booth renters could help reduce confusion and enforcement challenges under current law. For the Board to make any changes to the current structure, legislative changes would be required. This would also take a considerable amount of resources should any changes be established through the legislative process.

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Update, Discussion, and Possible Action on 2025-2026 Chaptered Legislation: a) Assembly Bill (AB) 2771 (Berman, Chapter 2017, Statutes of 2026) California Private Postsecondary Education Act of 2009 b) Senate Bill (SB) 1363 (Wahab, Chapter 233, Statutes of 2026) Barbering and Cosmetology

a) AB 2771 (Berman, Chapter 2017, Statutes of 2026) California Private Postsecondary Education Act of 2009

Status: 9/15/26 Chaptered by Secretary of State - Chapter 217, Statutes of 2026.

Summary: This bill extends the Bureau for Private Postsecondary Education's sunset date to January 1, 2031, and make numerous amendments to the California Private Postsecondary Education Act (Ed. Code, § 94800 et seq.). Notably, the bill adds a new provision prohibiting institutions from withholding any documentation required for licensure, certification, or eligibility to sit for related examinations as a means of collecting a debt or because the student owes a debt (Prop. Ed. Code, § 94897, subd. (s)).

Comments: The Board has a unique process by requiring a Board specific form (the Proof of Training (POT)) to be submitted with every application for examination in which the applicant is using training received in a California school approved by the Board to qualify for examination. (Cal. Code of Regs., tit. 16, § 909.) Current law requires a school to provide a transcript of courses taken by the student, but there is no law that requires the school to issue a POT to the student. (Ed. Code, § 94885, subd. (a)(8).) As such, if a student has not paid their full tuition, a school must still provide a transcript but is not required to provide a POT. This bill prevents a school from withholding a POT based on a student owing a debt to the school.

Implementation: No action required from the Board.

b) SB 1363 (Wahab, Chapter 233, Statutes of 2026) Barbering and Cosmetology

Status: 9/14/26 Chaptered by Secretary of State. Chapter 233, Statutes of 2026.

Summary: This is the Board's Sunset Bill and makes the following amendments to the Board's statutes:

1. Extend the Board's sunset date to January 1, 2031.
2. Clarify that the Board shall issue a license to a federally recognized tribe, as specified.
3. Authorize partnerships and limited liability companies (LLCs) to engage in barbering, cosmetology, or electrolysis for compensation with a valid, unexpired license issued by the Board.
4. Clarify the definition of apprentice.
5. Establish apprenticeship program sponsor application and fee requirements to apply for Board approval, including:
   a. Submitting proof of Division of Apprenticeship Standards (DAS) approval by providing a full copy of the DAS-approved apprenticeship program standards.
   b. Submitting a detailed outline of the training plan for both on-the-job training and theory education.
   c. Submitting a copy of the agreement between the program sponsor and the Local Education Agency (LEA); only one LEA can be associated with a single program sponsor, and the LEA must be in the same geographical area as the program sponsor.
   d. Submitting a copy of the agreement between the apprentice and program sponsor; the agreement must comply with the Shelley-Malone Apprentice Labor Standards Act of 1999 (Shelley-Malone Act) and supporting regulations.
   e. Providing a list of related training locations; would require any changes to the list to be reported to the Board within 10 days of notification to the LEA of intent to add or delete a location.
   f. Clarifies that the applicant shall not have committed any acts or crimes that are grounds for denial pursuant to Business and Professions Code section 480.
   g. Expire the Board approval of the program sponsor after two years, unless renewed by submission of a renewal application and fee.
6. Require an apprenticeship program sponsor to be approved by DAS before being approved by the Board.
7. Authorize formal discipline against the Board approval of a program sponsor in accordance with the Administrative Procedure Act (Gov. Code, § 11500 et seq.) for listed acts, including failure to comply with the requirements under the Barbering and Cosmetology Act or Shelley-Malone Act.
8. Prohibit fees charged to an apprentice other than the actual cost of books and minimum equipment.
9. Prohibit an approved program sponsor from franchising, sponsoring, or loaning their approval out; all enrollment with an apprentice could only be between the approved program sponsor and the apprentice.
10. Require that the approved program sponsor to verify that the establishment where on-the-job training is being completed obtains workers compensation insurance, provides all services that are within the scope of practice of the licensed profession, and ensure that the apprentice is paid according to the apprenticeship agreement.
11. Prohibit an approved program sponsor from entering into any financial contract with an apprentice.
12. Clarify that the apprentice shall not be paid by commission, be required to rent a station within the establishment, or act as an independent contractor.

13. Require a copy of the apprenticeship agreement be included with an initial apprentice application.
14. Establish requirements for trainers and on-the-job training establishments including that neither shall have any pending or past disciplinary actions.
15. Allow the Board to withdraw, suspend, and revoke Board approval of a trainer or on-the-job training establishment.
16. Allow for disciplinary action, citation and fine, or prohibition for participation in the program by trainers, establishments and program sponsors for failure to comply with the chapter.
17. Authorize a partnership or LLC to apply for an establishment license.
18. Clarify that an establishment owner can be the licensee in charge.
19. Change the requirement for a remedial education program from board-offered to board-approved.
20. Clarify that an apprentice must be registered as an apprentice with DAS.
21. Correct that the apprenticeship standards are approved by the Chief of DAS (not the Administrator of Apprenticeship).
22. Requires cosmetologist applicants to provide official transcripts as evidence of completion of that course.
23. Requires a school in cosmetology, barbering, or electrology to be approved by the board before operating. It would also eliminate the requirement that a school have a minimum number of full-time students.
24. Requires the board to require completion of the Board-approved remedial education program within a specified period of time established by regulation.

Implementation: Many of the provisions in this bill are already in place; for example, this bill would clarify that an LLC can be the owner of an establishment and that an establishment owner can be the licensee in charge.

The bill makes significant improvements to the apprenticeship program and allows the Board to increase enforcement efforts, as well as charge a fee for the application to support the workload. The Board will update its internal processes as well as work with DAS and program sponsors to implement these improvements.

Staff are recommending “clean-up” language, which will be discussed in detail under agenda item 12.

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology (Board)
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action on Legislative Proposal to Amend Business and Professions Code (BPC) Sections 7321, 7321.5, 7322, 7324, 7326, 7330, 7332.1, 7332.2, 7333, 7334, 7334.1, 7355, and 7411, and Add BPC Section 7428 Regarding Barbering and Cosmetology

Background

This past year, the California State Legislature performed its sunset review of the Board. The sunset review resulted in Senate Bill (SB) 1363 (Wahab, Chapter 233, Statutes of 2026), operative on January 1, 2027, which extends the provisions relating to establishment of the Board to January 1, 2031. In support of its sunset review, the Board submitted its Sunset Review Report 2026, which presented numerous issues for which the Board sought legislative resolution. As requested by the Board, among other things, SB 1363 made significant revisions to apprenticeship statutes in the Barbering and Cosmetology Act.

Following sunset review and statutory amendments to practice acts, cleanup legislation may be necessary to revise those statutory amendments. The California State Senate Business, Professions and Economic Development Committee or Assembly Business and Professions Committee author a cleanup bill to make those statutory amendments.

Board staff have identified several issues in SB 1363 that require cleanup. Discussed further below are proposed amendments and a new statute to correct inadvertent errors and make clarifying amendments to further the purpose of the legislation requested by the Board in its Sunset Review Report.

Discussion of Legislative Proposal

Board staff have prepared a legislative proposal, Attachment 1 hereto, that would resolve concerns in SB 1363 and make clarifying amendments to various statutes, as follows.

1. Amend BPC Section 7321. SB 1363 amended BPC section 7321, subdivision (d)(1), to require a cosmetologist license examination applicant to provide official transcripts as evidence of completion of a course in cosmetology from a Board-approved school. Similar amendments should have been made to the course requirements in BPC section 7321, subdivision (d)(3)

and (4). The legislative proposal would add the official transcripts proof requirement for these examination pathways.

The legislative proposal also would amend BPC section 7321, subdivision (d)(5), to replace the term “apprenticeship training” with the correct term “apprentice training program” in conformity with the use of that term in Article 4 (commencing with BPC section 7332).

2. Amend BPC Section 7321.5. As noted above, SB 1363 amended BPC section 7321, subdivision (d)(1), to require a cosmetologist license examination applicant to provide official transcripts as evidence of completion of a course in cosmetology from a Board-approved school. Requiring official transcripts of completion streamlines the examination application process and allows Board staff reviewing the application to rely on the official transcripts to support the applicant’s completion of the required course. However, similar amendments should have been made to the barbering license examination requirements. To resolve this issue, the proposed amendments to BPC Section 7321.5, subdivision (d)(1), (4), and (5), would add the official transcript requirement as evidence of completing the courses required for each of these examination pathways.

   The legislative proposal also would amend BPC section 7321.5, subdivision (d)(2), to replace the term “apprenticeship training” with the correct term “apprentice training program” in conformity with the use of that term in Article 4 (commencing with BPC section 7332).

3. Amend BPC Section 7322. The legislative proposal would amend BPC section 7322, subdivision (d)(1), to add the official transcript requirement discussed above as evidence of completing the course required to apply for the hairstylist license examination.

4. Amend BPC Section 7324. The legislative proposal would amend BPC section 7324, subdivision (d)(1), to add the official transcript requirement discussed above as evidence of completing the course required to apply for the esthetician license examination.

   The legislative proposal also would amend BPC section 7324, subdivision (d)(3), to replace the term “apprenticeship training” with the correct term “apprentice training program” in conformity with the use of that term in Article 4 (commencing with BPC section 7332).

5. Amend BPC Section 7326. The legislative proposal would amend BPC section 7326, subdivision (d)(1), to add the official transcript requirement discussed above as evidence of completing the course required to apply for the manicurist license examination.

   The legislative proposal also would amend BPC section 7326, subdivision (d)(3), to replace the term “apprenticeship training” with the correct term “apprentice training program” in conformity with the use of that term in Article 4 (commencing with BPC section 7332).

6. Amend BPC Section 7330. The legislative proposal would amend BPC section 7330, subdivision (d)(1), to add the official transcript requirement discussed above as evidence of completing the course required to apply for the electrologist license examination.

   The legislative proposal also would amend BPC section 7330, subdivision (d)(3), to replace the term “apprenticeship training” with the correct term “apprentice training program” in conformity with the use of that term in Article 4 (commencing with BPC section 7332).

7. Amend BPC Section 7332.1. The Board's 2026 Sunset Review Report included a detailed report showing significant shortfalls of the apprentice program and requested legislation to better protect apprentices from being taken advantage of. (2026 Sunset Review Report, p. 97,

   Issue 3 and Attachment E.) Currently, BPC section 7332.1, subdivision (a), merely defines what is an apprenticeship program sponsor, and subdivision (b), only requires an applicant seeking Board approval to apply to the Board. As such, it appears any entity/person could administer a barbering, cosmetology, or electrology apprenticeship without Board approval, but that apprenticeship will not satisfy the apprenticeship requirements for an apprentice seeking Board licensure, wasting the apprentice's time and money.

   To resolve these issues, the legislative proposal would amend BPC section 7332.1, subdivision (a), to clarify that Board approval is required to administer an apprenticeship in barbering, cosmetology, or electrology. The legislative proposal also would authorize enforcement of the provision through issuance of a citation with an administrative fine and potential misdemeanor charges against an individual or entity that offers a barbering, cosmetology, or electrology apprenticeship program without Board approval. The citation and misdemeanor provisions were copied from BPC section 7317 authorizing issuance of a citation with an administrative fine or misdemeanor for unlicensed practice.

   The legislative proposal also would amend BPC section 7332.1, subdivisions (b)(1) and (3) and (c) to conform uses of the terms "apprenticeship" and "training program" to the terms used in Article 4 (commencing with BPC section 7332).

   The legislative proposal also would amend BPC section 7332.1, subdivision (b)(4), to require the agreement between the program sponsor and local educational agency to comply with the Shelley Maloney Apprentice Labor Standards Act; Board staff note that SB 1363 made a similar amendment to subdivision (b)(5) to ensure the program sponsor and apprentice agreement submitted to the Board complies with that Act.

8. Amend BPC Sections 7332.2, 7333, 7334, 7334.1. The legislative proposal would amend these sections to conform terms relating to apprenticeships to the terms used in Article 4 (commencing with BPC section 7332).

9. Amend BPC Section 7355. In the Board's 2026 Sunset Review Report, the Board raised the issue that the statutes were unclear if limited liability companies were allowed to apply for establishment licenses from the Board. (2026 Sunset Review Report, p. 101, Issue 5.) The Board noted the same issue for formally established partnerships. SB 1363 resolved this issue by amending BPC section 7347, subdivision (a), to authorize partnerships and limited liability companies to apply to operate an establishment and making corresponding amendments to BPC section 7317. Similarly, the legislative proposal would authorize partnerships and limited liability companies to apply to operate a mobile unit.

10. Amend BPC Section 7411. Following the introduction of SB 1363, Board staff noticed that BPC section 7411, which was last amended in 1998, should have been a recommendation to include in the bill to clean up conflicting disciplinary provisions. Currently, the statute authorizes a person receiving a Disciplinary Review Committee decision to appeal the decision by filing a written request, as specified, to the "program administrator," which is not a term currently defined under the Barbering and Cosmetology Act and, therefore, is unclear. Further, the statute establishes a citation appeal process of a decision from the Board's Disciplinary

Review Committee. Following a hearing to appeal the Disciplinary Review Committee decision, the Director of the Department of Consumer Affairs (DCA) is required to issue a decision to affirm, modify, or vacate the citation or penalty. This provision appears to be a relic from when the Board was a Bureau, and the DCA Director issued such decisions. Further, the statute

requires a hearing to contest the Disciplinary Review Committee decision to be conducted in accordance with the Administrative Procedure Act (APA) (Gov. Code, § 11500 et seq.), with the DCA Director having all parties granted therein. These two appellate process requirements are redundant and unnecessary.

To resolve these issues, Board staff recommend the term "program administrator" be clarified and replaced with "Board's Executive Officer," and the requirement for the DCA Director to issue a decision on appeal and related fine limitation be stricken from the statute, so only the formal APA process is required for citation appeal review, with the Board, rather than the DCA Director, having all powers granted under the APA.

11. Add New BPC Section 7428. SB 1363 added new BPC section 7332.1, which establishes the apprenticeship program sponsor application provisions for Board approval. BPC section 7332.1, subdivision (b)(1), requires the application to be submitted with a fee to the Board. As discussed in the Board's 2026 Sunset Review Report (Ex. E, p. 10), the Board is dedicating significant resources to investigate apprenticeship program sponsors and enforce the sponsor requirements. To support Board enforcement activities, the Board requested an initial and renewal fee for Board approval of apprenticeship program sponsors. As noted in the California State Assembly Appropriations Committee analysis of SB 1363, as amended July 1, 2026, the Board estimated ongoing revenue of $8,000 (special fund) for the "Apprenticeship Program Sponsor" approval with an application fee of $250, and renewal occurring every two years. However, no apprenticeship program sponsor application or renewal fee was established or set in SB 1363, so the Board is unable to implement the new application and renewal requirements until such fees are set either in statute or regulation. Since regulations currently take around two years to get enacted, Board staff recommend the Board request BPC section 7428 be added to establish the apprenticeship program sponsor application and renewal fees, set at $250, with a delinquency fee set at 50% of the renewal fee in effect on the date of renewal.

Proposed Next Steps

If the Board approves the legislative proposal, the Board's Executive Officer will correspond with the California State Senate Business, Professions and Economic Development Committee and Assembly Business and Professions Committee to determine if all or some of the requested statutory amendments or additions may be included in a legislative committee cleanup bill. If any of the provisions are excluded from a cleanup bill, those provisions would be submitted to the California State Legislature either in a standalone bill or submitted in the Board's next Sunset Review Report.

Action Requested

If the Board agrees with the legislative proposal recommendation, please entertain a motion to submit to the California State Legislature the legislative proposal to amend Business and Professions Code sections 7321, 7321.5, 7322, 7324, 7326, 7330, 7332.1, 7332.2, 7333, 7334, 7334.1, 7355, and 7411, and add BPC section 7428 regarding Barbering and Cosmetology.

Attachment

1. Legislative Proposal to Amend Business and Professions Code (BPC) Sections 7321, 7321.5, 7322, 7324, 7326, 7330, 7332.1, 7332.2, 7333, 7334, 7334.1, 7355, and 7411, and Add BPC Section 7428 Regarding Barbering and Cosmetology

STATE BOARD OF BARBERING AND COSMETOLOGY

LEGISLATIVE PROPOSAL TO AMEND BUSINESS AND PROFESSIONS CODE (BPC) SECTIONS 7321, 7321.5, 7322, 7324, 7326, 7330, 7332.1, 7332.2, 7333, 7334, 7334.1, 7355, AND 7411, AND ADD BPC SECTION 7428 REGARDING BARBERING AND COSMETOLOGY

Additions are indicated in single underline.

Deletions are indicated in ~~single strikethrough~~.

Article 3. Qualifications for Examination

7321. The board shall admit to examination for a license as a cosmetologist to practice cosmetology any person who has made application to the board in proper form, paid the fee required by this chapter, and is qualified as follows:

(a) Is not less than 17 years of age.

(b) Has completed the 10th grade in the public schools of this state or its equivalent.

(c) Is not subject to denial pursuant to Section 480.

(d) Has done any of the following:

(1) Completed a course in cosmetology from a school approved by the board and provided evidence of completion by providing official transcripts.

(2) Practiced cosmetology as defined in this chapter outside of this state for a period of time equivalent to the study and training of a qualified person who has completed a course in cosmetology from a school the curriculum of which complied with requirements adopted by the board. Each three months of practice shall be deemed the equivalent of 100 hours of training for qualification under paragraph (1) of this subdivision.

(3) Holds a license as a barber in this state, ~~and~~ has completed a cosmetology crossover course in a school approved by the board, and has provided evidence of completion of the course by providing official transcripts.

(4) Completed a barbering course in a school approved by the board, ~~and~~ has completed a cosmetology crossover course in a school approved by the board, and has provided evidence of completion of these courses by providing official transcripts.

(5) Completed the ~~apprenticeship~~apprentice training program in cosmetology specified in Article 4 (commencing with Section 7332).

7321.5. The board shall admit to examination for a license as a barber to practice barbering, any person who has made application to the board in proper form, paid the fee required by this chapter, and is qualified as follows:

(a) Is not less than 17 years of age.

(b) Has completed the 10th grade in the public schools of this state or its equivalent.

(c) Is not subject to denial pursuant to Section 480.

(d) Has done any of the following:

(1) Completed a course in barbering from a school approved by the board and provided evidence of completion by providing official transcripts.

(2) Completed an ~~apprenticeship~~apprentice training program in barbering approved by the board as conducted under the provisions of the Shelley-Maloney Apprentice Labor Standards Act of 1939, Chapter 4 (commencing with Section 3070) of Division 3 of the Labor Code.

(3) Practiced barbering as defined in this chapter outside of this state for a period of time equivalent to the study and training of a qualified person who has completed a course in barbering from a school the curriculum of which complied with requirements adopted by the board. Each three months of practice shall be deemed the equivalent of 100 hours of training for qualification under paragraph (1).

(4) Holds a license as a cosmetologist in this state, ~~and~~ has completed a barber crossover course in a school approved by the board, and has provided evidence of completion of the course by providing official transcripts.

(5) Completed a cosmetology course in a school approved by the board, ~~and~~ has completed a barber crossover course in a school approved by the board, and has provided evidence of completion of these courses by providing official transcripts.

(6) Completed comparable military training as documented by submission of Verification of Military Experience and Training (V-MET) records.

7322. The board shall admit to examination for a license as a hairstylist to practice hairstyling any person who has made application to the board in proper form, paid the fee required by this chapter, and is qualified as follows:

(a) Is not less than 17 years of age.

(b) Has completed the 10th grade in the public schools of this state or its equivalent.

(c) Is not subject to denial pursuant to Section 480.

(d) Has done any of the following:

(1) Completed a course in hairstyling from a school approved by the board and provided evidence of completion by providing official transcripts.

(2) Practiced hairstyling as defined in this chapter outside of this state for a period of time equivalent to the study and training of a qualified person who has completed a course in hairstyling from a school the curriculum of which complied with requirements adopted by the board. Each three months of practice shall be deemed the equivalent of 100 hours of training for qualification under paragraph (1).

7324. The board shall admit to examination for a license as an esthetician to practice skin care, any person who has made application to the board in proper form, paid the fee required by this chapter, and is qualified as follows:

(a) Is not less than 17 years of age.

(b) Has completed the 10th grade in the public schools of this state or its equivalent.

(c) Is not subject to denial pursuant to Section 480.

(d) Has done any of the following:

(1) Completed a course in skin care from a school approved by the board and provided evidence of completion by providing official transcripts.

(2) Practiced skin care, as defined in this chapter, outside of this state for a period of time equivalent to the study and training of a qualified person who has completed a course in skin care from a school the curriculum of which complied with requirements adopted by the board. Each three months of practice shall be deemed the equivalent of 100 hours of training for qualification under paragraph (1).

(3) Completed the ~~apprenticeship~~apprentice training program in skin care specified in Article 4 (commencing with Section 7332).

7326. The board shall admit to examination for a license as a manicurist to practice nail care, any person who has made application to the board in proper form, paid the fee required by this chapter, and is qualified as follows:

(a) Is not less than 17 years of age.

(b) Has completed the 10th grade in the public schools of this state or its equivalent.

(c) Is not subject to denial pursuant to Section 480.

(d) Has done any of the following:

(1) Completed a course in nail care from a school approved by the board and provided evidence of completion by providing official transcripts.

(2) Practiced nail care, as defined in this chapter, outside of this state for a period of time equivalent to the study and training of a qualified person who has completed a course in nail care from a school the curriculum of which complied with requirements adopted by the board. Each three months of practice shall be deemed the equivalent of 100 hours of training for qualification under paragraph (1).

(3) Completed the ~~apprenticeship~~apprentice training program in nail care specified in Article 4 (commencing with Section 7332).

7330. The board shall admit to examination for a license as an electrologist to practice electrolysis, any person who has made application to the board in proper form, paid the fee required by this chapter, and is qualified as follows:

(a) Is not less than 17 years of age.

(b) Has completed the 12th grade or an accredited senior high school course of study in public schools of this state or its equivalent.

(c) Is not subject to denial pursuant to Section 480.

(d) Has done any of the following:

(1) Completed a course of training in electrolysis from a school approved by the board and provided evidence of completion by providing official transcripts.

(2) Practiced electrolysis, as defined in this chapter, for a period of 18 months outside of this state within the time equivalent to the study and training of a qualified person who has completed a course in electrolysis from a school the curriculum of which complied with requirements adopted by the board. Each three months of practice shall be deemed the equivalent of 100 hours of training for qualification under paragraph (1).

(3) Completed the ~~apprenticeship~~apprentice training program in electrology specified in Article 4 (commencing with Section 7332).

Article 4. Apprenticeship

7332.1. (a) Only a ~~Any~~ joint apprenticeship committee, unilateral management committee, or labor apprenticeship committee, or ~~an~~ individual employer ~~that wants to~~ approved by the board as an apprenticeship program sponsor can administer an apprenticeship in barbering, cosmetology, or electrology ~~shall be known as an~~

~~apprenticeship program sponsor~~. A violation of this subdivision is subject to an administrative fine and may be subject to a misdemeanor.

(b) An applicant seeking board approval as an apprenticeship program sponsor to administer an apprenticeship in barbering, cosmetology, or electrology shall do all of the following:

(1) Submit an application and fee to the board. The application for apprenticeship program sponsor approval shall be signed by the individual employer or, if the program sponsor is not an individual, by a responsible officer of the organization.

(2) Submit proof that the program sponsor is approved by the Division of Apprenticeship Standards by providing a full copy of the apprenticeship program standards approved by the division to the board.

(3) Submit a detailed outline of the proposed apprentice training program that demonstrates compliance with the apprenticeship regulations adopted in accordance with this article. The outline shall, at a minimum, include a training plan for both on-the-job training and classroom instruction.

(4) Submit a copy of the agreement between the program sponsor and a local educational agency. Each program sponsor shall have an agreement with only one local educational agency and the local educational agency shall be within the same geographical area as the program sponsor. The agreement shall comply with the Shelley-Maloney Apprentice Labor Standards Act of 1939 (Chapter 4 (commencing with Section 3070) of Division 3 of the Labor Code) and regulations adopted pursuant thereto.

(5) Submit a copy of the agreement between the program sponsor and the apprentice, hereafter known as the “apprenticeship agreement.” The apprenticeship agreement shall comply with the Shelley-Maloney Apprentice Labor Standards Act of 1939 (Chapter 4 (commencing with Section 3070) of Division 3 of the Labor Code) and regulations adopted pursuant thereto.

(6) Provide a list of locations that have been approved by the local educational agency for the delivery of related training. Any changes to this list shall be reported to the board within 10 days of notification to the local educational agency of intent to add or delete a location.

(7) Each applicant, if an individual, or each officer, director, partner, or committee member shall not have committed acts or crimes which are grounds for denial of licensure pursuant to Section 480.

(c) An apprenticeship program sponsor shall notify the board within 10 days of any changes to the information filed with the board in accordance with subdivision (b) for board approval and shall submit a new application for apprenticeship program sponsor approval.

(d) Board approval of ~~a~~ an apprenticeship program sponsor shall expire after two years unless renewed by submission of a renewal application and fee.

7332.2. (a) An ~~apprentice~~apprenticeship program sponsor shall be approved by the Division of Apprenticeship Standards before being approved by the board.

(b) Notwithstanding any other law, the board may revoke, suspend, or deny approval of ~~a~~ an apprenticeship program sponsor in a proceeding that shall be conducted in accordance with Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the Government Code, when an owner or employee of the apprenticeship program sponsor has engaged in any of the following acts:

(1) Unprofessional conduct, including, but not limited to, any of the following:

(A) Incompetence or gross negligence.

(B) Repeated similar negligent acts.

(C) Conviction of any crime substantially related to the qualifications, functions, or duties of the owner of an apprenticeship program sponsor, in which case, the records of conviction or a certified copy thereof shall be conclusive evidence of the conviction.

(D) Advertising by means of knowingly false or deceptive statements.

(2) Failure to comply with the requirements of this chapter or the Shelley-Maloney Apprentice Labor Standards Act of 1939 (Chapter 4 (commencing with Section 3070) of Division 3 of the Labor Code).

(3) Repeated failure to comply with the rules adopted by the board for the regulation of board-approved ~~apprentice~~apprenticeship program sponsors.

(4) The making of any false statement as to a material matter in any oath or affidavit that is required by this chapter.

(5) Repeated failure to provide information pertinent to the processing of apprentice license applications or examination applications for apprentices previously in the ~~apprenticeship~~ apprentice training program.

(6) Any action or conduct that would have warranted the denial of a license.

7333. (a) The apprentice training program shall be conducted in compliance with the Shelley-Maloney Apprentice Labor Standards Act of 1939 (Chapter 4 (commencing with Section 3070) of Division 3 of the Labor Code), according to apprenticeship standards approved by the Chief of the Division of Apprenticeship Standards. A copy of the act shall be maintained on file with the board.

(b) There shall be no fees charged for an individual to participate in the apprentice training program other than the actual cost of textbooks and minimum equipment.

(c) An approved apprenticeship program sponsor shall not franchise, sponsor, or loan their approval. All enrollment with an apprentice shall only be between the approved apprenticeship program sponsor and the apprentice.

(d) An approved apprenticeship program sponsor shall verify that the establishment where on-the-job training is being completed obtains workers' compensation insurance, provides all services that are within the scope of practice of the licensed profession, and ensures that the apprentice is paid according to the apprenticeship agreement.

(e) An approved apprenticeship program sponsor shall not enter into any financial contract with an apprentice for any reason other than an employment contract if the employer is also the approved apprenticeship program sponsor.

(f) An apprentice shall not be paid by commission, be required to rent a station within the establishment, or act as an independent contractor.

(g) A violation of this section shall be considered egregious for the purposes of Section 7407.1.

7334. (a) The board may license as an apprentice in barbering, cosmetology, skin care, or nail care any person who has made application to the board upon the proper form, has paid the fee required by this chapter, and who is qualified as follows:

(1) Is over 16 years of age.

(2) Has completed the 10th grade in the public schools of this state or its equivalent.

(3) Is not subject to denial pursuant to Section 480.

(4) Has submitted evidence acceptable to the board that any training the apprentice is required by law to obtain shall be conducted in a licensed establishment and under the supervision of a licensee approved by the board.

(5) Has submitted a copy of the apprentice agreement that was entered into between the approved apprenticeship program sponsor and the apprentice.

(b) The board may license as an apprentice in electrolysis any person who has made application to the board upon the proper form, has paid the fee required by this chapter, and who is qualified as follows:

(1) Is not less than 17 years of age.

(2) Has completed the 12th grade or an accredited senior high school course of study in schools of this state or its equivalent.

(3) Is not subject to denial pursuant to Section 480.

(4) Has submitted evidence acceptable to the board that any training the apprentice is required by law to obtain shall be conducted in a licensed establishment and under the supervision of a licensee approved by the board.

(5) Has submitted a copy of the apprentice agreement that was entered into between the approved apprenticeship program sponsor and the apprentice.

(c) All persons making application as an apprentice in barbering shall also complete preapprentice training that is administered by the board for the length of time established by the board in a facility approved by the board prior to serving the general public.

(d) All persons making application as an apprentice in cosmetology, skin care, nail care, or electrology shall also complete minimum preapprentice training administered by the board for the length of time established by the board in a facility approved by the board prior to serving the general public.

(e) Apprentices may only perform services on the general public for which they have received technical training.

(f) Apprentices shall be required to obtain at least the minimum hours of technical instruction and minimum number of practical operations for each subject as specified in board regulations for courses taught in schools approved by the board, in accordance with Sections 3074 and 3078 of the Labor Code.

7334.1. (a) The board may approve a person licensed as a barber, cosmetologist, or electrologist to provide on-the-job training to an apprentice who agrees to do all of the following:

(1) Be present at all times that the apprentice is providing services.

(2) Follow the approved ~~apprentice~~apprenticeship program sponsor's on-the-job training plan.

(3) Maintain accurate records to document the training provided to the apprentice and make those records available upon request by the board.

(b) A trainer shall certify they have no outstanding fines and no pending or past disciplinary actions.

(c) Failure to agree to comply with this section shall result in a trainer's board approval being denied, and failure to comply may result in a trainer's board approval being withdrawn, suspended, or revoked.

Article 7. Mobile Units

7355. (a) Any person, firm, partnership, limited liability company, or corporation desiring to operate a mobile unit shall make an application to the board for a license containing the information and data set forth in subdivision (b). The applicant, if an individual, or each officer, director, and partner, if the applicant is other than an individual, shall not have committed acts or crimes which are grounds for denial of licensure pursuant to Section 480.

(b) Each application shall include the following:

(1) A detailed floor plan showing the layout and dimensions of the mobile unit and all necessary systems and equipment contained therein.

(2) Proof of purchase or lease of the mobile unit.

(3) The required fee.

(4) Proof of a valid California driver's license issued to an officer or employee responsible for driving the mobile unit.

(5) A permanent base address from which the mobile unit shall operate.

(c) After initial approval of the floor plan and application has been granted, the applicant shall schedule an appointment to show the mobile unit to the board, or representative of the board, for final approval.

Article 12. Administrative Fines and Citations

7411. Persons receiving a decision from a disciplinary review committee may appeal the decision by filing a written request, within 30 days after receipt of the decision, to the ~~program administrator. Following a hearing to appeal the decision of a disciplinary review committee, the director shall thereafter issue a decision, based on findings of fact, affirming, modifying or vacating the citation or penalty, or directing other appropriate relief. In no event shall the administrative fine be increased.~~ The hearing to contest the decision of a disciplinary review committee shall be conducted in accordance with Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the Government Code, and the ~~director~~board shall have all powers granted therein.

Article 13. Revenue

7428. The amounts of fees payable under this chapter relating to board approval of an apprenticeship program sponsor are as follows:

(a) The application fee shall be two hundred fifty dollars ($250).

(b) The renewal fee shall be two hundred fifty dollars ($250).

(c) The delinquency fee shall be 50 percent of the renewal fee in effect on the date of renewal.

BUSINESS AND CONSUMER SERVICES AGENCY • GAVIN NEWSOM, GOVERNOR
DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action on Legislative Proposal to Amend BPC Section 7401 Regarding Information Required to be Reported to Board Upon License Renewal

Business and Professions Code section 7401 states:

(a) An individual licensed pursuant to Section 7396 shall report to the board at the time of license renewal their practice status, designated as one of the following:

(1) Full-time practice in California.

(2) Full-time practice outside of California.

(3) Part-time practice in California.

(4) Not working in the industry.

(5) Retired.

(6) Other practice status, as may be further defined by the board.

(b) An individual licensed pursuant to Section 7396 shall, at the time of license renewal, identify themselves on the application as one of the following:

(1) Employee.

(2) Independent contractor.

(3) Salon owner.

(c) An individual licensed pursuant to Section 7347 shall report to the board at the time of license renewal whether they have an independent contractor operating in the establishment.

Background

In 2001, AB 2449 was signed into law becoming effective on January 1, 2002. This legislation established the language that is listed above in Business and Professions Code section 7401. This statute has only had one minimal change since it was signed into law and that is in 2022, the requirement to report to the Legislature was removed.

AB 2449 was sponsored by the Professional Beauty Federation of California who stated, at the time, disclosing information about licensees performing barbering and cosmetology services in an establishment, and requiring licensees to identify themselves as an employee, an independent contractor/booth renter, or a salon owner, is necessary to protect the integrity of California's beauty and barbering industry. This information will identify the distinctions between employees, booth renters and owners.

As a booth renter or independent contractor, a licensee operates an independent business entity within the establishment. This includes establishing his or her own hours of work, setting prices, directly collecting payments from customers, directly scheduling clients' appointments, and providing refunds to customers.

Discussion

At the last Board meeting it was recommended that the Board review the survey to determine if any updates are needed. Any changes to this survey would require a legislative change. The Board should discuss if they believe changes to the survey should be pursued and if so, what the recommended action will be.

BarberCosmo
Board of Barbering & Cosmetology

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MEMORANDUM

DATE	November 16, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Update, Discussion, and Possible Action Regarding Rulemaking Proposals: a) Status Update on Pending Regulations 1) Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, and 927 (Apprenticeship) 2) Update Regarding Rulemaking to Amend Title 16, CCR sections 977, 978, 979, 980, 980.1, 980.2, 980.3, 980.4, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, and 995 (Health and Safety) 3) Update Regarding Rulemaking to Adopt Title 16, CCR section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications) 4) Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs) 5) Update Regarding Rulemaking to Adopt CCR, Title 16, Section 974.4 (Remedial Education) b) Discussion and Possible Action to Initiate a Rulemaking to Amend Title 16, CCR section 969 (Delegation of Certain Functions to Executive Officer)

The following regulation proposals are currently on hold pending the development of additional regulatory and operational updates required to implement the Board's Sunset legislation (Senate Bill No. 1363 -- Stats. 2026, ch. 233):

- Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 918, 918.1, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship)
- Title 16, CCR sections 977, 978, 979, 980, 980.1, 980.2, 980.3, 980.4, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995 (Health and Safety)
- Title 16, CCR section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)

- Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)

- Title 16, CCR sections 974.4 (Remedial Education)

Discussion and Possible Action to Initiate a Rulemaking to Amend Title 16, CCR section 969 (Delegation of Certain Functions to Executive Officer)

Business and Professions Code section 7303 authorizes the Board's Executive Officer to perform the duties delegated by the Board. At the August 17, 2026, Board meeting, Board Member Weeks suggested allowing the Executive Officer to adopt default decisions for enforcement disciplinary cases on behalf of the Board to save time in the disciplinary process. To provide the Board with the means to expedite licensure and enforcement processes, Board and Regulatory Counsels also recommend that the Board consider delegating the Executive Officer the authority to approve settlement agreements for the surrender or interim suspension of a license, and to further clarify the Executive Officer's authority regarding applicant investigation, evaluation, and license issuance. Counsels also recommend updating the title of "acting" executive officer to "assistant" executive officer to more accurately reflect the name of the officer who would be in charge if the Executive Officer were absent from the Board for any period of time. The attached regulatory language was drafted in response to these recommendations to amend the Board's delegation regulation and expressly authorize these additional duties for the Executive Officer.

Action Needed: Staff requests that the Board review and discuss the proposed language and, if no further changes are recommended, move the motion provided below.

Recommended Motion: Move to approve the proposed regulatory text for CCR, title 16, Section 969 as provided in **Attachment 1**, and direct staff to submit the text to the Director of the Department of Consumer Affairs and the Business and Consumer Services Agency for review. If the Board does not receive any objections or adverse recommendations specifically directed at the proposed action or to the procedures followed by the Board in proposing or adopting this action, authorize the Executive Officer to take all steps necessary to initiate the rulemaking process, make any non-substantive changes to the package, and set the matter for a hearing if requested. If no objections or adverse recommendations are received during the 45-day comment period and no hearing is requested, authorize the Executive Officer to take all steps necessary to complete the rulemaking process and adopt the proposed regulations at Section 969 as noticed.

Attachment 1 included for reference: Proposed Regulatory Language at California Code of Regulations (CCR), title 16, Section 969.

TITLE 16. PROFESSIONAL AND VOCATIONAL REGULATIONS
DIVISION 9.
BOARD OF BARBERING AND COSMETOLOGY
DEPARTMENT OF CONSUMER AFFAIRS

PROPOSED REGULATORY LANGUAGE:

Delegation of Certain Functions to Executive Officer

Legend:	Added text is indicated with an underline. Deleted text is indicated by ~~strikeout~~.

Amend section 969 of Division 9 of Title 16 of the California Code of Regulations to read as follows:

§ 969. Delegation of Certain Functions.

(a) The power and discretion conferred by law upon the board to receive and file accusations; issue notices of hearing, statements to respondent and statements of issues; receive and file notices of defense; determine the time and place of hearings under Section 11508 of the Government Code; issue subpoenas and subpoenas duces tecum; set and calendar cases for hearing and perform other functions necessary to the business-like dispatch of the business of the board in connection with proceedings under the provisions of Sections 11500 through 11528 of the Government Code, prior to the hearing of such proceedings; and the certification and delivery or mailing of copies of decisions under Section 11518 of said code are hereby delegated to and conferred upon the executive officer, or, in the executive officer's absence from the office of the board, the ~~acting~~assistant executive officer.

(b) The board delegates and confers upon its executive officer the authority to adopt a decision entered by default for the revocation of a license, to approve settlement agreements for the surrender or interim suspension of a license, to investigate and evaluate each applicant for licensure under the Barbering and Cosmetology Act (Act), and to issue a license in conformance with the provisions of the Act and these regulations.

NOTE: Authority cited: Section 7312, Business and Professions Code. Reference: Sections ~~7310~~7303 and 7403, Business and Professions Code.