



10 W Lafayette Street
Trenton, NJ 08608-2002

609-393-7707
www.njbia.org

Michele N. Siekerka, Esq.
President and CEO

Christine Buteas
Chief Government
Affairs Officer

Raymond Cantor
Vice President

Christopher Emigholz
Vice President

Alexis Bailey
Director of
Government Affairs

Kyle Sullender
Director of Economic
Policy Research

To: Howard Pine, Deputy Director, Division of Consumer Affairs

From: Alexis Bailey, Director of Government Affairs

Date: January 31, 2022

RE: Regulatory Solutions to the Challenges Facing the Salon and Spa Industry

On behalf of the New Jersey Business and Industry Association and the New Jersey Salon and Spa Alliance (NJSSA), we write to you regarding the workforce crisis and operational challenges facing New Jersey's salon and spa industry. Below are a number of suggestions to address these challenges and support the business community as we continue to get back on our feet and emerge from negative economic impacts of the coronavirus pandemic.

- **Require professional licenses to be housed at shops-** Requiring professional licenses to be housed in a shop will require professionals to work in licensed business establishments and cut down on illegal services. Cosmetology and hairstyling licenses are some of the only professional licenses that are not required to be parked at a recognized, licensed establishment. Adjusting this provision will support the overall business community by bringing more people into the workforce and promoting integrity within the industry.
- **Clearly define and enforce fines for violations-** Enforcing clear-cut fines for various operating violations, such as those for illegal home and mobile salon services, will encourage professionals to work at licensed shops and cut down on bad actors in the industry.
- **Expediently develop regulations regarding mobile salons-** The enactment of legislation legalizing mobile salon units last year opened a new avenue for business operations in New Jersey. This law will take effect in November of this year. In order to allow for maximum input from the industry, we encourage the board to draft regulations as soon as possible. NJBIA and NJSSA are happy to provide input from industry leaders to the Board on how the regulations will impact stakeholders.
- **Allow additional services to be conducted by certified practitioners in salons-** Allowing certified cosmetology licensees to provide additional services such as eyebrow tinting and spray tanning services to their customers will expand opportunities for industry professionals and modernize regulations to meet the demand for new beauty trends.
- **Shampooing permits for students with 200 or more hours of coursework completed-** Allowing students with 200 or more hours of completed coursework to obtain shampooing permits will allow students to gain real world experience and support the industry as it continues to navigate a workforce crisis.

- **Finalize mini-suite regulations-** Thank you for taking our feedback into consideration when drafting the mini-suite regulations. We ask that these regulations be posted in the New Jersey Register as soon as possible to move them along through the regulatory process.

We look forward to further discussing solutions to the workforce challenges facing the industry. If you have any questions, please contact me at abailey@njbja.org.