

SB 27 - Cosmetology Licensure Compact SUBMITTED Te

Uploaded by: Anthony Woods

Position: FAV



**Maryland Department of Veterans Affairs
Office of the Secretary**

**WES MOORE
GOVERNOR**

**ARUNA MILLER
LT. GOVERNOR**

**ANTHONY C. WOODS
SECRETARY**

**TESTIMONY IN SUPPORT OF Senate Bill 27
Cosmetology Licensure Compact
Senate Education, Energy, and the Environment Committee
January 25, 2024**

Thank you Chair Feldman and members of the Senate Education, Energy, and the Environment Committee.

As the Secretary of Maryland's Department of Veterans Affairs, I respectfully ask the Committee for a favorable report on Maryland joining the Cosmetology Licensure Compact (Senate Bill 27). This proposed legislation will empower many Marylanders, especially our military spouses. According to the national non-profit Blue Star Families, military spouse unemployment stands at 21%, an unacceptable level that has been static for too many years. Additionally, 600,000 military and veteran families move around the nation and the world every year, uprooting their lives in service of our country. Many move to Maryland with skills and talents that we should be harnessing.

Senate Bill 27 enables licensed cosmetologists to continue practicing their skills here in Maryland, provided that they are already licensed in their previous state, and that that state is also part of the compact. This change would have an enormous impact on our military spouses who practice cosmetology, allowing them to seamlessly integrate into our Maryland communities and minimize disruptions to their professional life between moves. Additionally, the Compact could benefit Maryland's fiscal health by ensuring these families are able to thrive economically here in the state.

Military families, like all families, increasingly need to be two-income households in order to thrive and achieve the American Dream. Thriving military families are essential to retaining veterans to continue living here in Maryland. SB 27 goes some way toward making that goal possible.

I respectfully ask the Committee for a favorable report on the Cosmetology License Compact to help our state's military spouses.

Sincerely,

Anthony C. Woods
Secretary

20240124_MCFP_AM_Support_SB27_Cosmetology_v2.pdf

Uploaded by: Christopher Arnold

Position: FAV



MANPOWER AND
RESERVE AFFAIRS

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

January 24, 2024

Senator Brian J. Feldman
Chair, Senate Committee on Education, Energy & The Environment
Miller Senate Office Building, 2 West Wing
11 Bladen St., Annapolis, MD 21401 - 1991

Remarks of
Christopher R. Arnold
Mid-Atlantic Region Liaison
United States Department of Defense-State Liaison Office

Support of: SB 27 – AN ACT concerning Cosmetology Licensure Compact

Testimony

Chairman Feldman and honorable committee members, the Department of Defense is grateful for the opportunity to support the policies reflected in Senate Bill 27, relating to the Cosmetology Licensure Compact. This policy meets the Department's fullest intent regarding military spouse employment and economic opportunities.

I am Christopher Arnold, the Mid-Atlantic Region Liaison at the United States Department of Defense-State Liaison Office, operating under the direction of Under Secretary of Defense for Personnel and Readiness. We represent the Department and establish relationships with state leaders across the country who are concerned for troops and their families' welfare by harmonizing state and federal law and regulation on policy problems of national significance. I thank you for the opportunity to address you today and for your support of our service members and their families.

Maryland has taken several important steps toward improving licensure for military spouses. Notably, we see interstate compacts for occupational licensure as an excellent method of assisting all practitioners in addition to providing reciprocity for military spouses.¹

The Secretaries of the Military Departments have made the importance of military spouse licensure explicitly clear as they consider the availability of license reciprocity when evaluating future basing or mission alternatives. This consideration was codified by Congress as a requirement in the 2020 National Defense Authorization Act.² Notably, 10 U.S.C. § 1781(b) note requires the military services to produce annual basing decision scorecards at the state and installation level considering military family readiness issues including participation in interstate licensing compacts.³

¹ Department of Defense. *Military Spouse Licensure: State Best Practices and Strategies for Achieving Reciprocity*. November 2019. <https://download.militaryonesource.mil/12038/MOS/Reports/military-spouse-licensure-report-2019.pdf>

² Public Law No: 116-92, Section 2883.

³ *Id.* (h)

Congress provided the Department authority to enter into a cooperative agreement with the Council of State Governments to provide grants to professions in order to develop compact law to be approved by States.⁴ The Department has provided funding to seven professions, and expects to fund development of three additional compacts under the agreement.⁵

Occupational licensure compacts provide consistent rules for licensed members to work in other states. Common misinformation about compacts is that they either lower or raise the standards for the occupation, when in fact, compact states have the option to issue a “compact license” and also a “State-only license” to maintain their State’s standards. States have committed to using interstate compacts, which establish common understanding of competency and its measurement within the occupation, to resolve the interstate issue of license portability.

The Cosmetology Licensure Compact authorizes practitioners through a multistate license and uses a mutual recognition model.⁶ Military spouse cosmetologists who call Maryland home and are working inside and outside the state must now bear the time-consuming and costly expense of applying for single state licensure in every state where they seek to work.

Military spouses are a cross-section of the American population, although a greater percentage of them are in licensed occupations than their civilian counterparts,⁷ and they are significantly more mobile.⁸ Compacts can provide seamless reciprocity for military spouses in an occupation. Barriers to the transfer and acceptance of certifications and licenses that occur when state rules differ can have a dramatic and negative effect on the financial well-being of military families.

The Cosmetology Licensure Compact allows an active duty service member, or their spouse, to designate a home state where the individual has a current license in good standing. This state then serves as the individual’s home state for as long as the service member is on active duty, while adhering to the laws, rules and scope of practice in Maryland.

In addition to supporting the drafting of model compacts laws for professions, 10 § U.S.C. 1784(h) authorizes DoD to support professions with developing database systems to make the

The secretaries must consider “*whether the State in which an installation subject to a basing decision is or will be located ... has entered into reciprocity agreements to recognize and accept professional and occupational licensure and certification credentials granted by or in other States or allows for the transfer of such licenses and certifications granted by or in other States.*”

⁴ 10 U.S.C. §1784 (Public Law 116-120, Section 575).

⁵ Through a cooperative agreement with the Council of State Governments, grants will allow selected professions to work with CSG’s National Center for Interstate Compacts to develop model interstate occupational licensure compact legislation, addressing license portability affecting transitioning military spouses, along with other practitioners in the profession. The five selected professions are teaching, social work, cosmetology, massage therapy, and dentistry/dental hygiene.

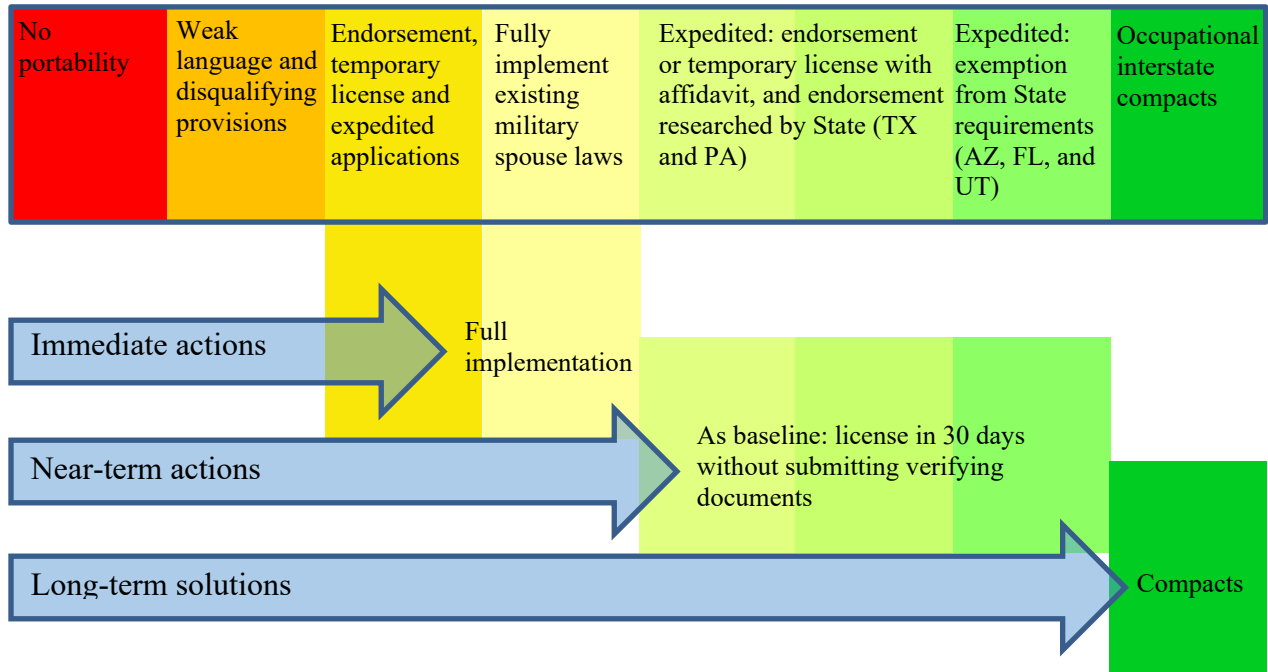
⁶ <https://cosmetologycompact.org/>

⁷ 34 percent of active duty spouses self-identified as needing a State issued license to work (2017 Survey of Active Duty (Active Component) Spouses, Tabulations of Responses; Office of People Analytics Report No. 2018-006, May 2018), compared to 30 percent of the civilian population (The Hamilton Project, Brookings Institute, https://www.hamiltonproject.org/charts/percent_of_occupations_requiring_a_license_by_state)

⁸ “Military spouses are 10 times more likely to move across State lines than their civilian counterparts,” “Supporting Our Military Families: Best Practices for Streamlining Occupational Licensing Across State Lines,” U.S. Department of Treasury and U.S. Department of Defense, February 2012, page 7.

compacts more efficient and operational. These database systems allow States to share information about practitioners using compact provisions to work in member States.⁹

The Department encourages States to engage in immediate actions to fully implement military spouse licensure laws, near-term actions to at least attain a baseline of getting military spouses a license in thirty (30) days based on minimal documentation, and removing substantially equivalent language; and long-term solutions for reciprocity through compacts:



Maryland has already enacted and joined the Audiology/Speech-Language Pathology Interstate Compact, the Licensed Professional Counseling Compact, the Nurse Licensure Compact, the Occupational Therapy Licensure Compact, the Physical Therapy Licensure Compact, and the Psychology Interjurisdictional Compact.

In closing, we are grateful for the tremendous efforts that the Old Line State has historically made to support our service members and their families. We appreciate the opportunity to support these policies and grateful to the sponsor, Senator Gile, the many cosponsors, and the members of the Maryland Senate Veterans caucus for their leadership and dedication to supporting our service members and their families.

⁹ The current effort to develop compacts through a cooperative agreement and to approve compacts is a collaboration between the federal government, state governments and non-governmental organizations representing professionals and state licensing boards. Through this collaborative effort, all practitioners within a profession will have greater mobility while sustaining the focus on assuring public safety through licensure. This is significant for the military community in that along with active duty military spouses receiving the benefit of compacts, active duty members, members of the reserve component, reserve component spouses, transitioning Service members and other Veterans benefit from the mobility provided through compacts.

Thank you for taking the time to consider these issues. As always, as Mid-Atlantic Region Liaison, I stand ready to assist and answer whatever questions you may have.

Yours etc.,

CHRISTOPHER R. ARNOLD
Northeast Region Liaison
Defense-State Liaison Office

1.2024_MD_AssociationCommentsSB27.pdf

Uploaded by: Erin Haden

Position: FAV



January 22 2024

TO: Senators Feldman, Kagan, Augustine, Brooks Sr., Carozza, Gallion, Hester, Simonaire, Washington, Watson, and Young

CC: Senators Gile, Beidle, Klausmeier, and Smith

RE: ASCP/AHP/ANP Comments on Senate Bill 27

POSITION: Support for SB 27

VIA EMAIL

Associated Skin Care Professionals, Associated Hair Professionals, and Associated Nail Professionals (the Associations) provide professional liability insurance, business resources, professional publications, and legislative and regulatory advocacy for more than 44,000 members nationwide.

The Associations are in support of [Senate Bill 27](#) (SB 27) regarding the Cosmetology Licensure Compact (Compact) for many reasons. The Associations believe SB 27 is ultimately a benefit to licensed cosmetologists because it will allow practitioners to gain employment easier and faster in other compact states.

The Compact is a vastly superior alternative to onerous licensure-by-endorsement processes. It also has the potential to support military families as they move around the country. In addition, the Compact will benefit Maryland's bottom line with potential increased taxable income. It will also assist the Maryland Department of Labor by enhancing public safety, reducing application processing time, and expanding cooperation among state regulatory boards.

The Compact bill language was carefully drafted to ensure that licensed cosmetologists will be properly educated and vetted. Once at least seven states pass the bill and the Cosmetology Compact Commission drafts rules, cosmetologists in participating states will be able to obtain a multistate license, so long as they have no encumbrances against their license in their home state.

The Associations also applaud the Compact's regard for public safety. Participating states will need established processes to investigate and prosecute complaints. Participating states will also require students to pass a cosmetology examination; require licensees to satisfy educational and training requirements; and will develop rules regarding required criminal history, disciplinary history, and background checks.

In conclusion, the Associations fully support the Compact's efforts to increase the mobility of lawfully practicing cosmetologists in compact-participating states and encourage you to vote yes on SB 27.

Please contact me at lhostetter@pac.company if you have comments or questions.

Sincerely,

Lance Hostetter, Government Relations Director
Associated Skin Care Professionals
Associated Hair Professionals
Associated Nail Professionals

SB0027- Cosmetology Licensure Compact- Letter of S

Uploaded by: John Dove

Position: FAV

To: Energy, Education, and the Environment Committee
From: John Dove, Commissioner, Division of Occupational and Professional Licensing, Maryland Department of Labor
Re: SB0027- Cosmetology Licensure Compact - Letter of Support

Good afternoon, for the record, my name is John Dove, Commissioner of the Division of Occupational and Professional Licensing, at the Maryland Department of Labor. I would like to thank Chair Feldman, and all the Energy, Education and Environment Committee Members for allowing me to present our support for SB 27, entitled Cosmetology Licensure Compact, and I would like to explain why this legislation would benefit the citizens of Maryland. The Board of Cosmetologists and the Department urge you to consider the positive impacts that the Cosmetology Licensure Compact will have on Maryland's economy and beauty professionals relocating to the state. The Compact will provide licensees with increased mobility between states where it has been adopted and afford them with job opportunities in both short term and long term scenarios. It is currently adopted in three states, with legislation currently pending in seven additional states. This multistate license will allow a cosmetologist to perform services in Maryland, provided that their license is maintained in good standing where they originally obtained licensure. Member states will also have access to a shared database to quickly verify an applicant's license when relocating between states.

Participation in the Compact will be an economic asset to Maryland by reducing barriers to small business ownership in Maryland. As the vast majority of cosmetology salons are small businesses, allowing cosmetologists to quickly establish themselves in a new state encourages economic growth and competition in Maryland.

Under the terms of the Compact, The Maryland Board retains the ability to revoke a licensee's authorization to practice in Maryland should a violation of law or regulation occur. Cosmetologists who desire to open their own salon will also still be required to obtain business licensing and all relevant health and safety inspections before being permitted to operate in Maryland. This allows the Board to continue to protect the health, safety, and welfare of Maryland consumers while providing the benefit of license mobility to beauty professionals across the country. Again, thank you for your time and we ask this committee for a favorable report for the Cosmetology Compact.

Sincerely,



John C. Dove

CC: Nicole Fletcher, Executive Director

SB 27_Commerce_Cosmetology Compact_Support.pdf

Uploaded by: Kevin Anderson

Position: FAV



Wes Moore | Governor
Aruna Miller | Lt. Governor
Kevin A. Anderson | Secretary of Commerce
Signe Pringle | Deputy Secretary of Commerce

DATE: January 25, 2024
BILL NO: Senate Bill 27
BILL TITLE: Cosmetology Licensure Compact
COMMITTEE: Senate Education, Energy, and the Environment
POSITION: Support

The Maryland Department of Commerce (Commerce) supports Senate Bill 27 - Cosmetology Licensure Compact.

Bill Summary:

Senate Bill 27 establishes the framework for the creation of a Cosmetology Licensure Compact and authorizes individuals who hold an unencumbered cosmetology license in their home state to practice in a participating compact state. Additionally, this legislation establishes a Licensure Compact Commission comprised of one delegate selected by the member state's licensing authority, defines the role and voting rights of the Commission including disciplinary authority and provides a mechanism for withdrawing from the compact.

Background:

The Cosmetology Licensure Compact is designed to create a multistate cosmetology license that functions like a driver's license. Cosmetologists who hold an active, unencumbered single-state license in the compact state where they live can seamlessly transfer their license to a participating compact state if they decide to relocate.

Currently, licensed cosmetologists who move to another state must demonstrate the requisite education, experience and successful completion of an exam required for licensure in that state. While some states allow licensure by endorsement or reciprocity, this is still a more burdensome and time consuming process compared to transferring a license via a licensure compact.

Rationale:

Passage of this bill will allow Maryland to meet the qualifications and definition of a military family-friendly state within the Department of Defense's (DoD) Support of Military Families scorecard for states. These scorecards factor into future DoD basing decisions. The economic impact of Maryland's military installations in FY21 was \$61.4B in payroll and expenditures. With 72% of military families living off-base in our communities, this bill will allow not only the ease of military families gaining employment but also contributing to the overall quality of life for all Marylanders by increasing the availability and portability of cosmetology workers in our communities.

Commerce respectfully requests a favorable report on Senate Bill 27.

MMC written testimony_SB 027_Cosmetology Compact_J

Uploaded by: Lynn Nash

Position: FAV



MARYLAND MILITARY COALITION

Serving Veterans through Legislative Advocacy

January 24, 2024

Honorable William Smith
Chair, Judicial Proceedings
Maryland Senate
2 East
Miller Senate Building
Annapolis, Maryland 21401

SB 027 – Cosmetology Compact - Request for Favorable Report

Dear Chairman Smith and Honorable Members of the Judicial Proceedings Committee

The Cosmetology compact that you are considering is sponsored by the Council of State Governments, the Department of Defense and the Future of the Beauty Industry Coalition. The compact allows cosmetologists to practice in any state that accepts the compact. The compact has already been enacted in three states (Kentucky, Alabama and Arizona), and is currently being considered in eight other states in addition to Maryland. Approving this compact will provide an additional licensing pathway by creating license reciprocity among the participating states, reducing barriers to portability and employment.

Currently there are nine additional compacts in Medicine, Registered Nurses, Physical Therapist, Audiology and Speech-Language Pathology, Occupational Therapy, Psychology, and Counseling. There is work underway to establish an interstate compact for Advance Practice Nurses and Social Workers, both of which have had legislation sponsored here in Maryland this year.

Maryland is home to 34,444 active-duty service members, 14,292 active-duty spouses and 25,642 reservists/national guard members with 28,019 family members¹. In addition, there are 355,787 veteran households².

Military spouses have long faced employment challenges, with an unwavering unemployment rate of 22% compared to our local rate of 1.8%. Most spouses need to work. Sixty-seven percent (67%) of active-duty spouses had to leave their last job because of a permanent change of station move. On average, they earn 26.8% less in income than their non-military counterparts because of the frequent moves. The average time to find a job for a military spouse is 19 weeks, and that doesn't include getting a new license or credential³.

¹ [Military One Source](#), as of December 31, 2022

² [VA Claim Insider](#), August 10, 2023

³ [The Hidden Financial Costs of Military Spouse Unemployment](#) - Hiring Our Heroes

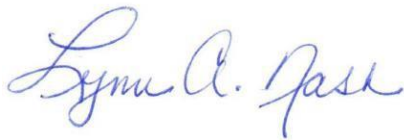
SB 027- Cosmetologist Compact - **Request for Favorable Report**

The average military family moves every two to three years and for cosmetologist it means getting another license before they can work. Here in Maryland, our high cost of living means that for most families having two incomes *is critical*. Time lost seeking a new job and a new occupational license creates economic challenges for our military families, not only in the near term, but the cumulative effect is that they often cannot plan for, save for, and be ready for retirement. Often the difficulty for spouses staying employed is one of the main reasons that service members decide *NOT* to re-enlist.

The Maryland Military Coalition, is a voluntary, non-partisan organization representing 21 veteran service organizations who, in turn, serve over 150,000 Maryland uniformed services men and women and their families. The Coalition strongly supports Senate Bill 027 – Cosmetology Compact and asks for your **favorable report**.

Thank you to Senator Gile for sponsoring this important legislation.

Respectfully,

A handwritten signature in blue ink that reads "Lynn A. Nash". The signature is written in a cursive, flowing style.

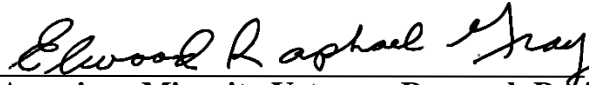
Lynn A. Nash, PhD, RN, PHCNS-BC, FAAN
CAPT (R), U.S. Public Health Service
Communications Director

Maryland Military Coalition Member Organizations Follow


Member Organizations, Maryland Military Coalition


Air Force Sergeants Association


American Military Society


American Minority Veterans Research Project

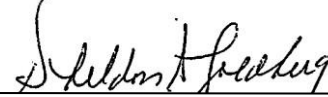

Association of the United States Navy



Commissioned Officers Association of the
US Public Health Service


Disabled American Veterans


Distinguished Flying Cross Association


Fleet Reserve Association


Jewish War Veterans of the USA


Maryland Air National Guard Retirees'
Association


Maryland Veterans Chamber of Commerce


Military Officers Association of America



Military Order of the Purple Heart

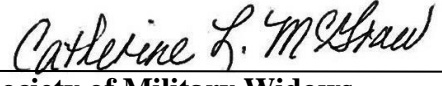

Montford Point Marines of America


National Association for Black Veterans


Naval Enlisted Reserve Association


NOAA Association of Commissioned Officers


Reserve Organization of America


Society of Military Widows


National Active and Retired Federal Employees
Veterans Affairs Directorate, NARFE MD


Veterans of Foreign Wars

Cosmetology Licensure Compact Fact Sheet.pdf

Uploaded by: Senator Gile

Position: FAV



National Center for Interstate Compacts
THE COUNCIL OF STATE GOVERNMENTS

Cosmetology Licensure Compact Fact Sheet

This project is funded by the Department of Defense

What other professions have an interstate compact?

Interstate Medical Licensure Compact (IMLC)

Nurse Licensure Compact (NLC) and Advanced Practice Nurse Compact (APRN Compact)

Emergency Medical Service Officials Licensure Compact (EMS Compact)

Physical Therapists Licensure Compact (PT Compact)

Psychology Interjurisdictional Compact (PSYPACT)

Audiology and Speech-Language Pathology Interstate Compact (ASLP-IC)

Occupational Therapy Interstate Licensure Compact (OT Compact)

Counseling Interstate Licensure Compact

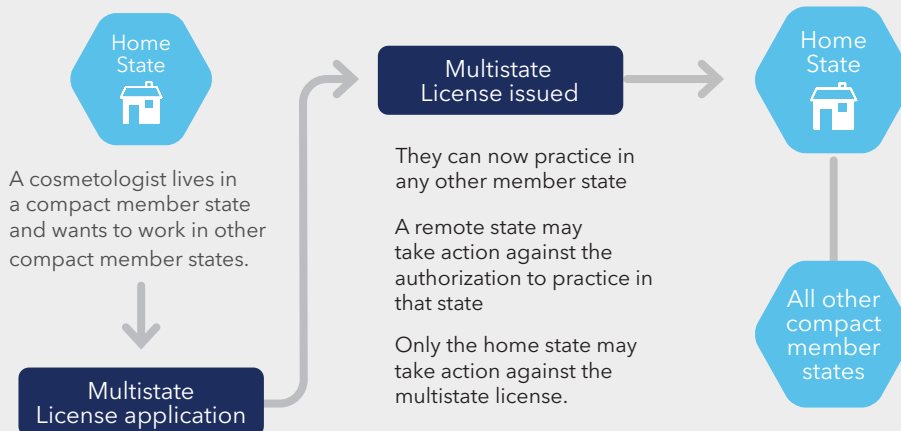
What is the Cosmetology Licensure Compact?

The Cosmetology Licensure Compact is an interstate occupational licensure compact. Interstate compacts are constitutionally authorized, legislatively enacted, legally binding agreements among states. The Cosmetology Licensure Compact will enable cosmetologists to get a multistate license to practice in all states that join the compact, rather than get an individual license in every state in which they want to practice. Like the compact for a driver's license, each compact member state agrees to mutually recognize the practitioner licenses issued by every other member state.

What's Next?

The Cosmetology Licensure Compact model legislation must be passed by a state's legislature and signed into law by the Governor for a state to become a member. The model legislation is available to states for consideration and enactment during 2023 state legislative sessions

How does the Cosmetology Licensure Compact work?



Home state verifies that cosmetologist meets the compact's requirements and issues the multistate license.

Who can use the Cosmetology Licensure Compact?

A cosmetologist must hold an active, unencumbered single-state cosmetology license in the compact member state in which they live to be eligible to apply for a multistate license. A cosmetologist using the Cosmetology Licensure Compact's multistate license must abide by the laws, regulations and rules for the practice of cosmetology in the state in which they are located at the time they provide service.

For more information or to learn more about advocating for the Cosmetology Licensure Compact, please visit cosmetologycompact.org or email cosmetologycompact@csge.org.

DG Written Testimony_SB0027.pdf

Uploaded by: Senator Gile

Position: FAV

DAWN D. GILE
Legislative District 33
Anne Arundel County

Finance Committee

Chair

Anne Arundel County
Senate Delegation



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410-841-3568 · 301-858-3568
800-492-7122 Ext. 3568
Dawn.Gile@senate.state.md.us

THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

Testimony in Support of SB0027 - Cosmetology Licensure Compact

Mr. Chair, Madame Vice Chair, and Members of the Senate Education, Energy, and the Environment Committee:

SB0027 would enter Maryland into the interstate Cosmetology Licensure Compact.

Background

Issue Overview

Licensed professionals, include cosmetologists, who move from state to state often struggle with the process of seeking and attaining licenses in their new state. No group is more affected by frequent moves than military families, who are reassigned to a new duty station every 2-3 years on average. The time and expense for new Marylanders to attain a new cosmetology license is not only a burden to families, but also a burden to our stagnant economy.

Existing Law

The State Board of Cosmetologists (within the Maryland Department of Labor) issues two full-service licenses (cosmetologist and senior cosmetologist) and four limited licenses (hairstylist, blow-drying, nail technician, and esthetician). A cosmetologist or senior cosmetologist license authorizes the licensee to provide hair, nail, and esthetic services. The other licenses authorize the licensee to provide just that service.

Solution

Passage of SB0027 would enter Maryland into the interstate Cosmetology Licensure Compact, which would establish:

1. Membership requirements for member states;
2. Eligibility criteria for cosmetologists seeking a multistate license;
3. Procedures for renewing a multistate license;
4. Authority and duties of the Compact Commission and member state licensing authorities;
5. Disciplinary procedures; and
6. Related processes for the governance of the compact.

The bill is contingent on the enacting of substantially similar legislation in six other states. Having launched in 2023, this Compact has already passed in Alabama, Arizona, and Kentucky.

California, Georgia, Indiana, Nebraska, New York, Ohio, Pennsylvania, and Virginia have introduced legislation during their 2024 legislative sessions.

Per the Fiscal Note, it is difficult for the State Board of Cosmetologists to estimate the expected cost of implementing SB0027 until the Compact is activated. However, I expect any additional costs to the state from the ultimate activation of the Compact to be minimal.

For these reasons, I respectfully request a favorable report on SB0027.

Maryland Senate Bill 0027 - Cosmetology Licensure

Uploaded by: Keith Buckhout

Position: INFO



**Testimony of Keith Buckhout - The Council of State Governments
Before the Senate of Maryland
Education, Energy and the Environment Committee
Senate Bill 0027 – The Cosmetology Licensure Compact
Position: Informational Only
Thursday, January 25, 2024**

Good afternoon, Chair Feldman and Committee members. Thank you for your time and the opportunity to address the committee. And thank you to Senator Gile for her interest in the Cosmetology Licensure Compact. My name is Keith Buckhout, and I am a Research Associate for the Council of State Governments.

The Council of State Governments is the nation's only national membership organization serving all three branches of state government and throughout our history we've promoted multi-state problem solving and supported states in determining their respective futures. This led CSG to create the National Center for Interstate Compacts. The Compacts Center serves as an information clearinghouse, a provider of training and technical assistance and a primary facilitator for assisting states with the revision and creation of new interstate compacts.

My testimony today concerns the Cosmetology Licensure Compact and is intended to inform the committee about the policies contained in the compact legislation.

In 2020 the Department of Defense entered into a cooperative agreement with CSG to fund the development of new interstate compacts for occupational licensure and the cosmetology profession was selected through a competitive Request for Proposal (RFP) process.

Between March 2021 and December 2022, CSG and our project partner, the Future of the Beauty Industry Coalition (FBIC), convened subject matter experts including state licensure board officials, legal counsel, industry professional associations, employers, licensees and cosmetology educators to study state policies, identify best practices, determine the needs of the profession and draft the model legislation. We were fortunate to have Nicole Fletcher, Executive Director of Maryland's Board of Cosmetology, on the Technical Assistance Group. CSG and FBIC also hosted public review sessions until all public input and feedback was heard to ensure the legislation before you today contains comprehensive policies developed through an open, transparent and thorough process.

The purpose of this compact is to create an additional, optional, alternative pathway to multistate practice by allowing cosmetologists whose license is in good standing to apply for a multistate license in their home state. Under this "mutual recognition" model of interstate practice, compact member states agree to "recognize" the multistate license issued by the home state as authorizing practice of cosmetology within their jurisdiction. The intent is that the multistate license functions like a driver's license. The home state issues the license, and it authorizes practice in any other state that is a member of the compact.



To be eligible to join the Cosmetology Licensure Compact, a state must:

- License and regulate cosmetology.
- Require that applicants for licensure pass a cosmetology competency examination.
- Require that applicants for licensure satisfy educational or training requirements in cosmetology.
- Implement and maintain procedures for considering one or more of the following categories of information from applicants: criminal history, license disciplinary history, or background check.

From a regulatory perspective, the Cosmetology Licensure Compact preserves the authority of each compact member state to protect public health and safety through the existing state regulatory structure. Any cosmetologist using the compact to provide services in Maryland must abide by Maryland's scope of practice rules. If a multistate licensee from another member state violates Maryland's laws and rules while providing cosmetology services within its borders, that licensee can be disciplined and prohibited from practicing in Maryland in the future. Maryland also retains authority over initial licensing requirements.

Just like the seven occupational licensure compacts Maryland has already joined, this compact will be governed by a commission consisting of a delegate appointed by each member state. The commission's authority only extends to effectively administering the purposes in the compact. It cannot dictate licensing policy to states.

We don't anticipate substantial additional costs for states participating in the Cosmetology Licensure Compact. There may be a small assessment for additional software required to connect to the Compact's interstate licensure data system as well as cost(s) associated with the attendance of your state's chosen delegate to the annual in-person Commission meeting once the Compact is enacted in seven states.

As Maryland is a state with several major military installations, it is important to note there is a provision allowing active military members and their spouses additional licensure mobility to ensure the compact meets the specific needs of highly mobile military families.

At this time the Cosmetology Licensure Compact has been enacted in Alabama, Arizona and Kentucky. Legislation to enact the compact has also been filed in California, Georgia, Indiana, Maryland, Nebraska, New York, Ohio, Pennsylvania and Virginia.

Thank you for the opportunity to attend this hearing and share information about the compact. I would be happy to address any questions from the committee.