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**ENGROSSED HOUSE BILL 1874**

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**State of Washington**

**69th Legislature**

**2025 Regular Session**

**By** Representatives Morgan, Entenman, Reeves, Hill, Donaghy, Reed, Street, Berg, Taylor, Scott, Thomas, Ryu, Thai, Salahuddin, Berry, Gregerson, Parshley, Doglio, Nance, Caldier, Simmons, Peterson, Macri, Obras, Pollet, Zahn, Ormsby, and Duerr

Read first time 02/06/25. Referred to Committee on Postsecondary Education & Workforce.

1       AN ACT Relating to requiring training for cosmetologists,  
2 barbers, estheticians, and hair designers on the care, styling, and  
3 treatment of textured hair; amending RCW 18.16.020 and 18.16.030; and  
4 creating a new section.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6       NEW SECTION.   **Sec. 1.**   The legislature finds that nearly 65  
7 percent of the world's population has textured hair, resulting in a  
8 market of approximately one billion people, yet many clients with  
9 textured hair report not having equitable access to professionally  
10 trained and licensed stylists with the skill set and experience to  
11 provide services for textured hair.

12       The legislature also finds that in the appearance enhancement  
13 industry, current standards for training and qualifications tend to  
14 only apply to individuals with fine, straight hair. As such, students  
15 attending schools of cosmetology or natural hair styling may complete  
16 training programs without a full understanding of how to maintain,  
17 treat, and style a diverse range of hair textures including curly,  
18 coiled, coarse, and thick hair. This institutionalized gap in  
19 knowledge can result in harm to health and damage to the hair of  
20 clients from varying cultural and ethnic backgrounds.

1           Therefore, it is the intent of the legislature to establish a  
2 process to empower cosmetologists with the skills and confidence to  
3 consult and work with clients with textured hair while maintaining  
4 the industry health and safety standards.

5           **Sec. 2.** RCW 18.16.020 and 2015 c 62 s 1 are each amended to read  
6 as follows:

7           As used in this chapter, the following terms have the meanings  
8 indicated unless the context clearly requires otherwise:

9           (1) "Apprentice" means a person who is engaged in a state-  
10 approved apprenticeship program and who must receive a wage or  
11 compensation while engaged in the program.

12           (2) "Apprentice monthly report" means the apprentice record of  
13 daily activities and the number of hours completed in each course of  
14 a curriculum that is prepared monthly by the approved apprenticeship  
15 program and provided to the apprentice, audited annually by the  
16 department, and kept on file by the approved apprenticeship program  
17 for three years.

18           (3) "Apprentice trainer" means a person who gives training to an  
19 apprentice in an approved apprenticeship program and who is approved  
20 under RCW 18.16.280.

21           (4) "Apprenticeship program" means a state-approved  
22 apprenticeship program pursuant to chapter 49.04 RCW and approved  
23 under RCW 18.16.280 for the training of cosmetology, hair design,  
24 barbering, esthetics, master esthetics, and manicuring.

25           (5) "Apprenticeship training committee" means a committee  
26 approved by the Washington apprenticeship and training council  
27 established in chapter 49.04 RCW.

28           (6) "Approved apprenticeship shop" means a salon/shop that has  
29 been approved under RCW 18.16.280 and chapter 49.04 RCW to  
30 participate in an apprenticeship program.

31           (7) "Approved security" means surety bond.

32           (8) "Barber" means a person licensed under this chapter to engage  
33 in the practice of barbering.

34           (9) "Board" means the cosmetology, hair design, barbering,  
35 esthetics, and manicuring advisory board.

36           (10) "Cosmetologist" means a person licensed under this chapter  
37 to engage in the practice of cosmetology.

38           (11) "Crossover training" means training approved by the director  
39 as training hours that may be credited to current licensees for

1 similar training received in another profession licensed under this  
2 chapter.

3 (12) "Curriculum" means the courses of study taught at a school,  
4 online training by a school, in an approved apprenticeship program  
5 established by the Washington state apprenticeship and training  
6 council and conducted in an approved salon/shop, or online training  
7 by an approved apprenticeship program, set by rule under this  
8 chapter, and approved by the department. After consulting with the  
9 board, the director may set by rule a percentage of hours in a  
10 curriculum, up to a maximum of (~~ten~~) 10 percent, that could include  
11 hours a student receives while training in a salon/shop under a  
12 contract approved by the department. Each curriculum must include at  
13 least the following required hours:

14 (a) School curriculum:

15 (i) Cosmetologist, (~~one thousand six hundred~~) 1,600 hours;

16 (ii) Hair design, (~~one thousand four hundred~~) 1,400 hours;

17 (iii) Barber, (~~one thousand~~) 1,000 hours;

18 (iv) Manicurist, (~~six hundred~~) 600 hours;

19 (v) Esthetician, (~~seven hundred fifty~~) 750 hours;

20 (vi) Master esthetician either:

21 (A) (~~One thousand two hundred~~) 1,200 hours; or

22 (B) Esthetician licensure plus (~~four hundred fifty~~) 450 hours  
23 of training;

24 (~~(vi) [(vii)]~~) (vii) Instructor-trainee, (~~five hundred~~) 500  
25 hours, except that an instructor-trainee may submit documentation  
26 that provides evidence of experience as a licensed cosmetologist,  
27 hair designer, barber, manicurist, esthetician, or master esthetician  
28 for competency evaluation toward credit of not more than (~~three~~  
29 ~~hundred~~) 300 hours of instructor-training.

30 (b) Apprentice training curriculum:

31 (i) Cosmetologist, (~~two thousand~~) 2,000 hours;

32 (ii) Hair design, (~~one thousand seven hundred fifty~~) 1,750  
33 hours;

34 (iii) Barber, (~~one thousand two hundred~~) 1,200 hours;

35 (iv) Manicurist, (~~eight hundred~~) 800 hours;

36 (v) Esthetician, (~~eight hundred~~) 800 hours;

37 (vi) Master esthetician, (~~one thousand four hundred~~) 1,400  
38 hours.

39 (13) "Department" means the department of licensing.

1 (14) "Director" means the director of the department of licensing  
2 or the director's designee.

3 (15) "Esthetician" means a person licensed under this chapter to  
4 engage in the practice of esthetics.

5 (16) "Hair design" means the practice of arranging, dressing,  
6 cutting, trimming, styling, shampooing, permanent waving, chemical  
7 relaxing, straightening, curling, bleaching, lightening, coloring,  
8 mustache and beard design, and superficial skin stimulation of the  
9 scalp.

10 (17) "Hair designer" means a person licensed under this chapter  
11 to engage in the practice of hair design.

12 (18) "Individual license" means a cosmetology, hair design,  
13 barber, manicurist, esthetician, master esthetician, or instructor  
14 license issued under this chapter.

15 (19) "Instructor" means a person who gives instruction in a  
16 school, or who provides classroom theory training to apprentices in  
17 locations other than in a school, in a curriculum in which he or she  
18 holds a license under this chapter, has completed at least (~~five~~  
19 ~~hundred~~) 500 hours of instruction in teaching techniques and lesson  
20 planning in a school, or who has documented experience as an  
21 instructor for more than (~~five-hundred~~) 500 hours in another state  
22 in the curriculum of study, and has passed a licensing examination  
23 approved or administered by the director. An applicant who holds a  
24 degree in education from an accredited postsecondary institution  
25 shall upon application be licensed as an instructor to give  
26 instruction in a school, or to provide classroom theory training to  
27 apprentices in locations other than in a school, in a curriculum in  
28 which he or she holds a license under this chapter. An applicant who  
29 holds an instructional credential from an accredited community or  
30 technical college and who has passed a licensing examination approved  
31 or administered by the director shall upon application be licensed as  
32 an instructor to give instruction in a school, or to provide  
33 classroom theory training to apprentices in locations other than in a  
34 school, in a curriculum in which he or she holds a license under this  
35 chapter. To be approved as an "instructor" in an approved  
36 apprenticeship program, the instructor must be a competent instructor  
37 as defined in rules adopted under chapter 49.04 RCW.

38 (20) "Instructor-trainee" means a person who is currently  
39 licensed in this state as a cosmetologist, hair designer, barber,  
40 manicurist, esthetician, or master esthetician, and is enrolled in an

1 instructor-trainee curriculum in a school licensed under this  
2 chapter.

3 (21) "Location license" means a license issued under this chapter  
4 for a salon/shop, school, personal services, or mobile unit.

5 (22) "Manicurist" means a person licensed under this chapter to  
6 engage in the practice of manicuring.

7 (23) "Master esthetician" means a person licensed under this  
8 chapter to engage in the practice of master esthetics.

9 (24) "Mobile unit" is a location license under this chapter where  
10 the practice of cosmetology, barbering, esthetics, master esthetics,  
11 or manicuring is conducted in a mobile structure. Mobile units must  
12 conform to the health and safety standards set by rule under this  
13 chapter.

14 (25) "Online training" means theory training provided online, by  
15 a school licensed under this chapter or an approved apprenticeship  
16 program established by the Washington state apprenticeship and  
17 training council, in the areas of cosmetology, hair design, master  
18 esthetics, manicuring, barbering, esthetics, and instructor-training.

19 (26) "Person" means any individual, partnership, professional  
20 service corporation, joint stock association, joint venture, or any  
21 other entity authorized to do business in this state.

22 (27) "Personal services" means a location licensed under this  
23 chapter where the practice of cosmetology, hair design, barbering,  
24 manicuring, esthetics, or master esthetics is performed for clients  
25 in the client's home, office, or other location that is convenient  
26 for the client.

27 (28) "Practice of barbering" means the cutting, trimming,  
28 arranging, dressing, curling, shampooing, shaving, and mustache and  
29 beard design of the hair of the face, neck, and scalp.

30 (29) "Practice of cosmetology" means arranging, dressing,  
31 cutting, trimming, styling, shampooing, permanent waving, chemical  
32 relaxing, straightening, curling, bleaching, lightening, coloring,  
33 waxing, tweezing, shaving, and mustache and beard design of the hair  
34 of the face, neck, and scalp; temporary removal of superfluous hair  
35 by use of depilatories, waxing, or tweezing; manicuring and  
36 pedicuring, limited to cleaning, shaping, polishing, decorating, and  
37 caring for and treatment of the cuticles and nails of the hands and  
38 feet, excluding the application and removal of sculptured or  
39 otherwise artificial nails; esthetics limited to toning the skin of  
40 the scalp, stimulating the skin of the body by the use of

1 preparations, tonics, lotions, or creams; and tinting eyelashes and  
2 eyebrows.

3 (30) "Practice of esthetics" means the care of the skin for  
4 compensation by application, use of preparations, antiseptics,  
5 tonics, essential oils, exfoliants, superficial and light peels, or  
6 by any device, except laser, or equipment, electrical or otherwise,  
7 or by wraps, compresses, cleansing, conditioning, stimulation,  
8 superficial skin stimulation, pore extraction, or product application  
9 and removal; temporary removal of superfluous hair by means of  
10 lotions, creams, appliance, waxing, threading, tweezing, or  
11 depilatories, including chemical means; and application of product to  
12 the eyelashes and eyebrows, including extensions, design and  
13 treatment, tinting and lightening of the hair, excluding the scalp.  
14 Under no circumstances does the practice of esthetics include the  
15 administration of injections.

16 (31) "Practice of manicuring" means the cleaning, shaping,  
17 polishing, decorating, and caring for and treatment of the cuticles  
18 and the nails of the hands or feet, and the application and removal  
19 of sculptured or otherwise artificial nails by hand or with  
20 mechanical or electrical apparatus or appliances.

21 (32) "Practice of master esthetics" means the care of the skin  
22 for compensation including all of the methods allowed in the  
23 definition of the practice of esthetics. It also includes the  
24 performance of medium depth peels and the use of medical devices for  
25 care of the skin and permanent hair reduction. The medical devices  
26 include, but are not limited to, lasers, light, radio frequency,  
27 plasma, intense pulsed light, and ultrasound. The use of a medical  
28 device must comply with state law and rules, including any laws or  
29 rules that require delegation or supervision by a licensed health  
30 professional acting within the scope of practice of that health  
31 profession.

32 (33) "Salon/shop" means any building, structure, or any part  
33 thereof, other than a school, where the commercial practice of  
34 cosmetology, barbering, hair design, esthetics, master esthetics, or  
35 manicuring is conducted; provided that any person, except employees  
36 of a salon/shop, who operates from a salon/shop is required to meet  
37 all salon/shop licensing requirements and may participate in the  
38 apprenticeship program when certified as established by the  
39 Washington state apprenticeship and training council established in  
40 chapter 49.04 RCW.

1 (34) "School" means any establishment that offers curriculum of  
2 instruction in the practice of cosmetology, hair design, barbering,  
3 esthetics, master esthetics, manicuring, or instructor-trainee to  
4 students and is licensed under this chapter.

5 (35) "Student" means a person (~~sixteen~~) 16 years of age or  
6 older who is enrolled in a school licensed under this chapter and  
7 receives instruction in any of the curricula of cosmetology,  
8 barbering, hair design, esthetics, master esthetics, manicuring, or  
9 instructor-training with or without tuition, fee, or cost, and who  
10 does not receive any wage or commission.

11 (36) "Student monthly report" means the student record of daily  
12 activities and the number of hours completed in each course of a  
13 curriculum that is prepared monthly by the school and provided to the  
14 student, audited annually by the department, and kept on file by the  
15 school for three years.

16 (37) "Textured hair" means hair that, rather than lying straight,  
17 naturally has a distinct shape or pattern such as coils, curls,  
18 kinks, spirals, or waves.

19 **Sec. 3.** RCW 18.16.030 and 2019 c 442 s 7 are each amended to  
20 read as follows:

21 In addition to any other duties imposed by law, including RCW  
22 18.235.030 and 18.235.040, the director shall have the following  
23 powers and duties:

24 (1) To set all license, examination, and renewal fees in  
25 accordance with RCW 43.24.086;

26 (2) To adopt rules necessary to implement this chapter;

27 (3) To prepare and administer or approve the preparation and  
28 administration of licensing examinations;

29 (4) To establish minimum safety and sanitation standards for  
30 schools, instructors, cosmetologists, barbers, hair designers,  
31 manicurists, estheticians, master estheticians, salons/shops,  
32 personal services, and mobile units;

33 (5) To establish curricula for the training of students and  
34 apprentices under this chapter, including training for  
35 cosmetologists, barbers, estheticians, and hair designers on the  
36 care, styling, and treatment of textured hair which must include:

37 (a) Techniques for cutting, styling, and chemically treating  
38 textured hair;

- 1       (b) Instruction on products and tools specifically designed for  
2 textured hair;
- 3       (c) Best practices for hair health and scalp care for clients  
4 with textured hair; and
- 5       (d) Cultural competency and historical education on the  
6 significance of textured hair in diverse communities;
- 7       (6) To maintain the official department record of applicants and  
8 licensees;
- 9       (7) To establish by rule the procedures for an appeal of an  
10 examination failure;
- 11       (8) To set license expiration dates and renewal periods for all  
12 licenses consistent with this chapter; and
- 13       (9) To make information available to the department of revenue to  
14 assist in collecting taxes from persons required to be licensed under  
15 this chapter.

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