
HOUSE BILL 1874

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 that make it harder for natural scalp oils
19 to travel down the hair shaft, creates potential breakage points at
20 each twist or bend, and tends to have high porosity requiring
21 hydration, sealing, and protection. Textured hair also includes hair
22 that has historically been styled in cornrows, locs, twists, box
23 braids, afros, and bantu knots.

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

26 In addition to any other duties imposed by law, including RCW
27 18.235.030 and 18.235.040, the director shall have the following
28 powers and duties:

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

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

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

34 (4) To establish minimum safety and sanitation standards for
35 schools, instructors, cosmetologists, barbers, hair designers,
36 manicurists, estheticians, master estheticians, salons/shops,
37 personal services, and mobile units;

38 (5) To establish curricula for the training of students and
39 apprentices under this chapter, including training for

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

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