

DISCIPLINARY

- 6.1 Any person possessing a certificate issued pursuant to the Cosmetology Act is subject to disciplinary action for any violation of the by-laws of the Association.
- 6.2 A complaint of a violation may be made by any voting member or by the Executive Director upon the request of any other person.
- 6.3 Such complaints shall be in writing and signed by the complainant and shall be submitted to the Disciplinary Committee, which shall be dealt with in the strictest confidence.
- 6.4 Upon a complaint being made, the Executive Director shall notify the person charged with the violation and the person making the complaint of the date, time and place of the hearing of the complaint.
- 6.5 The person making the complaint, and the person charged, may be represented by Counsel.
- 6.6 The person charged may admit the complaint in which case the Committee may impose such disciplinary actions as it deems proper, "as set forth in by-law 6.8 hereafter".
- 6.7 When the person charged does not admit the complaint, the Committee shall proceed with a hearing of the complaint and shall receive evidence and hear witnesses. The hearing of the complaint may be adjourned from day to day until it is completed.
- 6.8 When the Committee finding the person charged is guilty of the complaint, it may impose such of the following disciplinary actions, as it deems proper:
- ⇒ a reprimand,
 - ⇒ a suspension of a certificate for any period not exceeding six (6) months,
 - ⇒ cancellation of a certificate or a \$200.00 fine.
 - ⇒ Members charged with disciplinary action may appeal to the President and the Board of Directors who after reviewing the charge may amend or rescind the disciplinary action.
- 6.9 When the Committee has suspended or cancelled a certificate, the person charged may appeal to a Judge of the Court of Queens Bench of New Brunswick, Provincial Offenses Procedure Act, to have the finding set aside or the disciplinary action modified.
- 6.10 All disciplinary proceedings shall be reported to the Board of Directors by the Executive Director. The Board of Directors shall report all disciplinary proceedings to the annual meeting; names and person charged being omitted, unless in the opinion of the Board, the disclosure of names is deemed necessary.
- 6.11 If an inspector, at any time after licensing, finds a deficiency or violation on any premises, it shall be called to the attention of the owner or manager by leaving on the premises a notice of violation identifying the deficiency or violation found.
- 6.12 If, in the judgment of the inspector, the deficiency or violation is minor in nature, the notice shall state that it shall be corrected within a period of time designated by the inspector, not to exceed one week. If further inspection reveals the minor deficiency or violation has not been corrected within the time allowed, to the satisfaction of the inspector, the inspector shall notify the Committee of the facts in order that appropriate action be taken by the Committee.
- 6.13 No salon or school shall operate a cosmetology business until it is inspected and approved.

- 6.14 Any salon or school that operated without the required inspection and approval shall be fined \$200.00 per day for every day in violation.

EXECUTIVE COUNCIL

- 7 Only members who have served on the Board of Directors for a two-year term of office are eligible to be elected to the office of President, Vice-President, Secretary or Treasurer.
- 7.1(a) The Board of Directors shall meet quarterly at a time, date and place to be fixed by the President. One-week notice shall be given to Board members by the Secretary. A Director may be a member of the Examining & Licensing Committee.
- 7.1(b) There shall be an Executive Committee, which shall include the President, Immediate Past-President, Vice-President, Secretary and the Treasurer who shall meet quarterly prior to scheduled Board of Directors' Meetings.
- 7.2 It is accepted company law that the Vice President acts when the President is not present. The Board of Directors may appoint a member to the Board when a Director is unable or unwilling to Act.
- 7.3 The Secretary shall keep minutes of all meetings of the Board and of the Association and shall submit such minutes for approval at the subsequent meeting of each body.
- 7.4 The Treasurer shall be Chairperson of the Finance Committee
- 7.5 The Treasurer shall be bonded with a fidelity bond issued by any authorized insurance company in the amount of Five Thousand Dollars, the premium for which shall be paid by the Association.
- 7.6 The Board of Directors shall report its actions during the preceding year to the Annual Meeting.
- 7.7 The Board of Directors shall annually appoint a chartered accountant to be Auditor of the Association and the Treasurer's report and present an audit report to the Annual Meeting
- 7.8 All cheques or monies received by any officer of the Association or by the Executive Director shall be deposited in the chartered bank selected by the Board of Directors and all expenditures shall be by cheque on such bank.
- 7.9 The regular banking by-law of a body corporate as required by the Canadian Imperial Bank of Commerce is accepted and adopted as the Banking By-Law of the Association and is hereby incorporated by reference as is fully set out at length herein.
- ⇒ The regular banking by-law of a bank in the form provided by the Toronto Dominion Bank is adopted as the banking by-law of the Association and is incorporated by reference as if fully set out.
 - ⇒ The regular banking by-law of a bank in the form provided by the Bank of Nova Scotia is adopted as the banking by-law of the Association and is incorporated by reference as is fully set out.
 - ⇒ The regular banking by-law of a bank in the form provided by the Bank of Montreal is adopted as the banking by-law of the Association and is incorporated by reference as if fully set out.
 - ⇒ The regular banking by-law of a bank in the form provided by the National Bank of Canada is adopted as the banking By-law of the Association and is incorporated by reference as if fully set out.

- 7.10 All motions affecting the by-laws of the Association shall be filed with the Executive Director at least sixty (60) days prior to the annual meeting of the Association. At least twenty (20) day prior to said annual meeting, the Executive Director shall notify in writing all voting members of the Association of such motions.
- 7.11 All meetings shall be conducted according the Robert' s Rules of Order.
- 7.12 Traveling expense of all persons necessarily attending meetings of the Board of Directors, Examining & Licensing Committee, and standing Committees shall be paid by the Treasurer upon the production of vouchers establishing such expenses.
- 7.13 The Board of Directors shall provide for payment of any necessary salaries there under.
- 7.14 The Board of Directors may call a special meeting and recommend the removal from office of any Executive Director or President upon a non-confidence vote of 80% of all the Executive Officers and Directors. The final decision for a dismissal being a majority vote of the members of the special meeting.
- 7.15 Any Executive, Board of Director or Committee member, who has been removed from office for any reason of misconduct or violation of the Confidentiality declaration, shall not be eligible for election to serve on any Board or Committee.
- 7.17 Certification and examination fees shall be as follows:
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| ⇒ Enrollment as a Student | \$ 45.00 |
| ⇒ Examination fee | \$ 100.00 |
| ⇒ Examination fee – Assistant | \$ 28.00 |
| ⇒ Certification as an Assistant | \$ 28.00 |
| ⇒ Certification as a Certified Cosmetologist | \$ 50.00 |
| ⇒ Certification as an Instructor | \$ 56.00 |
| ⇒ Certification as a Salon Proprietor | \$224.00 |
| ⇒ Mobile Application | \$224.00 |
| ⇒ Salon Relocation | \$140.00 |
| ⇒ Certification as a School | \$800.00 |
| ⇒ School Relocation | \$224.00 |
| ⇒ Renewal as Certified (annual) | \$ 50.00 |
| ⇒ Renewal as Assistant (annual) | \$ 28.00 |
| ⇒ Renewal as Salon Proprietor (annual) | \$ 56.00 |
| ⇒ Renewal as Instructor (annual) | \$ 84.00 |
| ⇒ Renewal as School (annual) | \$224.00 |
| ⇒ Temporary Exploration Permit | \$ 11.00 |
| ⇒ Work Permit fee | \$ 28.00 |
| ⇒ Substitute Instructor (Must have valid Certified License) | \$ 28.00 |
| ⇒ Registration | \$ 28.00 |
| ⇒ Copy of Certificate | \$ 11.00 |
- 7.18 \$75.00 fee + \$30.00 registration fee for reopening of a cosmetology salon under the same owner that was previously licensed with the CANB, and providing that no structural changes have occurred.
- 7.19 The renewal fee for any license which has not been renewed with in 90 days of its date of expiration shall be \$100.00, with the exception of school and mobile license renewal to be \$275.00.

COMMITTEES

There shall be the following standing committees:

- 8.1 BY-LAWS COMMITTEE whose duties shall be: to review the laws and by-laws relating to the Association and to make recommendations respecting changes thereto.
- 8.2 EDUCATION AND TRAINING COMMITTEE whose duties shall be: to review and make recommendations respecting courses of study and training for students. To promote advanced and specialized training in the field of cosmetology for members of the Association.
- 8.3 STANDARDS COMMITTEE whose duties shall be: to make recommendations respecting the standards for premises, accommodation facilities and equipment for establishments and for schools.
- 8.4 DISCIPLINARY COMMITTEE whose duties shall be: to arrange for inspection of establishments, to hear complaints made against cosmetologist who may be in violation of the By-laws. To impose disciplinary action in accordance with the by-laws.
- 8.5 The Vice-President shall be the chairperson of the Disciplinary Committee.
- 8.6 PUBLIC RELATIONS COMMITTEE whose duties shall be: to promote the public perception of the Cosmetology Association of New Brunswick, to be in charge of the publication of annual and periodical reports and newsletter.
- 8.7 ARBITRATION COMMITTEE whose duties shall be: to act as a liaison between unsatisfied customers and salons/or cosmetologist to assist in an agreeable resolution of a complaint.
- 8.8 FINANCE COMMITTEE whose duties shall be: to oversee the financial records of the Association and advise the Board as to investments & budgets.
- 8.9 The **EXAMINING & LICENSING COMMITTEE** shall be the Examining Committee for any applicant desiring certification. It shall be composed of five licensed cosmetologists elected by the membership and four members appointed by the Board of Directors.
- a) Three (3) members shall constitute a quorum
 - b) The Executive Director shall be the secretary to the Examining & Licensing Committee
- 8.10 The Standing Committees shall be appointed by the Board of Directors immediately following the Annual Meeting and shall be composed of not less than three (3) members and not more than five (5), one of whom shall be a Director.

**ALL COSMETOLOGY ASSOCIATION OF NEW BRUNSWICK BUSINESS FUNCTIONS
BE DEEMED SMOKE AND ALCOHOL FREE.**

By-Laws for Hairstylist

MEMBERSHIP

- 1.1 Any person who has all fees and/or fines paid to date and holds valid certificate as a Certified Hairstylist or an Apprentice Hairstylist is a member of the CANB and has full voting privileges, for annual or special meetings.
- 1.2 A person who is seeking to become a Certified Hairstylist who is qualified as a hairstylist in a jurisdiction other than the Province of New Brunswick shall apply for a work permit prior to taking any examination. The Examining & Licensing Committee or its Chairperson may authorize a work permit to be issued for a period not exceeding three (3) months. Red Seal candidates may be required to complete a certified examination. Other applicants will provide proof of employment and licensing prior to accepting reciprocity.
- 1.3 Any person requiring a Red Seal must apply through the Department of Advanced Education and Labor.
- 1.4 Hairstylists wishing to offer services outside the hairstyling salon must abide by the mobile license regulations.

CERTIFICATION

- 2 Any person desiring to enroll as a student must, prior to commencement date, make application through the Executive Director of the CANB and furnish evidence of age, educational standards.
- 2.1(a) A Student shall have completed (minimum) grade 12 education or proof of equivalent education or have mature student status. Applicant must be eighteen years of age before completion of the school term.
- 2.1(b) Mature student status must be 21 years of age with proof of life skills to the satisfaction of the Examining & Licensing Committee.
- 2.2 Any applicant desiring certification shall be seventeen (17) years of age having completed minimum grade 12, with diploma, GED equivalent or mature student; and having taken the required course of studies and practical training with diploma from a licensed school to the satisfaction of the Examining and Licensing Committee.
- 2.3 Removed June 7/09 by the Examining & Licensing Committee CANB Act 31(a) & (d)
- 2.4 Any person failing examinations hereunder shall be permitted further examination only once at a cost of \$15.00 (per element) for each segment failed, after 30 days. Thereafter further training must be taken before permission is granted for any other examination. Proof of training must be provided.
- 2.5 **Qualifications for Certified Instructor shall be:**

- Successful completion of grade 12 or G.E.D.
- Four years of working experience as a Certified Hairstylist in a hairstyling establishment employing more than one hairstylist.

- Adequate knowledge of current hairstyling skills through having attended an upgrading course, recent work or other means, to the satisfaction of the Examining & Licensing Committee.
- Submission of a training course curriculum outline indicating method of instruction, hours of theory and practical training, satisfactory to the Examining & Licensing Committee.
- Completion of 2 video tapes (subject to approval by the Examining & Licensing Committee).
- 30 days of apprenticeship training under a licensed Instructor in a licensed school (240 hours), or a 3-credit University course in Adult Education, or combination of both.

2.5 a) **Qualifications for Substitute Instructor shall be:**

- Successful completion of grade 12 or G.E.D.
- Four years of working experience as a Certified Hairstylist in a hairstyling establishment employing more than one hairstylist.
- Adequate knowledge of current hairstyling skills through having attended an upgrading course, recent work or other means, to the satisfaction of the Examining & Licensing Committee.
 - ⇒ Substitute Instructor is for emergency situations for a maximum of 21 hours only.
 - ⇒ Be pre-approved by the Examining & Licensing Committee.
 - ⇒ Pay the required fees.
 - ⇒ Lab day hours to be used only (21 hours).

2.6 Certified Instructors will be classified as Certified Instructor Level I or Certified Instructor Level II.

a) Certified Instructor Level I is an Instructor who has not received any further education pertaining to the occupation of hairstyling or has not provided proof of said upgrading to the CANB for the period of their annual renewal year.

b) Certified Instructor Level II is an Instructor who has received a minimum of 20 hours of education pertaining to the occupation of hairstyling and has submitted proof of said upgrading to the CANB and to the satisfaction of the Examining & Licensing Committee. Must be renewed annually or will be reinstated as a Certified Instructor Level I.

2.7 No Certified Hairstylist shall be named as Instructor for a student, unless he/she holds an Instructor's Certificate in good standing.

2.8 No person with an Instructor's certificate shall be named instructor for more than 18 students maximum at one time.

2.9 Any Instructor giving instruction to any student shall devote full time to instruction and shall not otherwise work as a Certified Hairstylist.

2.9(a) Licensed Instructors holding a Level II, not employed by a registered training facility, may offer to registered students, additional training to students who have failed their certified exam twice: Students must possess a "working permit": means must have completed 1600 hours of training.

2.10 The Seal of the Association shall consist of the words "Cosmetology Association of New Brunswick / Association de cosmétologie du Nouveau-Brunswick" arranged in a circle and "Incorporated 1998" placed in the center thereof.

2.11 The Seal shall be affixed by the Secretary upon the order of the Board of Directors, except certificates issued by the Examining & Licensing Committee.

- 2.12 The Seal of the Association shall be affixed to every certificate authorized by the Examining & Licensing Committee and may be affixed thereto by the Executive Director.
- 2.13 When the Examining & Licensing Committee has authorized a certificate to be issued; it shall be signed by the President or Vice-President and the Executive Director.
- 2.14 Any person desiring certification shall make application to the Examining & Licensing Committee through the Executive Director.
- 2.15 The applicant shall at the time of application furnish evidence of age and education to the satisfaction of the Examining & Licensing Committee, together with any fees required for registration, certification or examination, as the case may be.
- 2.16 Temporary exploration permit to be issued by Executive Director upon application of persons 16 years or older and the payment of a prescribed fee. This is a one-time permit and is valid for 40 working days in a period of 12 months from issuance.
- The holder of such permit shall, under the supervision of a Certified Hairstylist, perform general shop maintenance duties.
 - The permit holder must keep the Executive Director informed of his/her location and working hours. The Executive Director has the right to revoke said permit at anytime.
- 2.17 Special License Mentally or Physically Challenged Person.
- Any persons certified as Mentally or Physically Challenged as described by the World Health Organization may, upon payment of a prescribed fee and approval of the Examining & Licensing Committee, perform the following tasks in a licensed hairstyling salon under the supervision of a Certified Hairstylist. Such tasks as are required to keep clean and maintain a hairstyling salon and its supplies and equipment. Beauty services to be limited to shampoos only.
- 2.18 The prescribed course of studies and practical training for Assistant shall consist of not less than 300 hours of theory and practical instruction as a student assistant by a Certified Instructor in a licensed hairstylist school in the following subjects:

SUBJECT: Professional Ethics, Hygiene, and Personality
Shop department, public hygiene, personal hygiene, body posture, and personal development.

SUBJECT: Sterilization and Sanitation
Preparations and uses of antiseptics and disinfectants, methods of sanitation, sterilization, sanitary and safety precautions.

SUBJECT: Shampoos and Rinses
Types of shampoo, uses of shampoos on types and condition of hair, type uses and application of rinses, the pH of shampoos and rinses, hair, skin and nails.

SUBJECT: Scalp Treatments
Application of corrective hair treatments, preparations, manipulations and rinsing

SUBJECT: Permanent Waving
The technique of applying waving solution to perm rods, rinsing of perming solution, applying neutralizer and the removal of perm rods.

SUBJECT: Hair Colouring
Application of pre-mixed colour (tint), semi-permanent colour and temporary rinses. Rinsing and removal of colour from the hair and skin.

SUBJECT: CANB Act and By-laws
Knowledge of the statutes and by-laws pertaining to Assistants and standards for salons and sanitation.

SCHOOLS

SCHOOL OWNER LICENSE

- 4.1 Any person, association, firm or corporation proposing to open a school of hairstyling shall make application to the Examining & Licensing Committee for a school operator license.
- 4.2 Names of all parties having proprietary interest in the school shall be registered with the Cosmetology Association of New Brunswick
- 4.3 A school license shall be in force for one year from the date of issue unless terminated sooner.
- 4.4 Where an applicant has met the requirements for a school license and the Examining & Licensing Committee so recommends, the Examining & Licensing Committee may direct a license be issued upon payment of \$800.00
- 4.5 Where a school has a license, it may renew such license before expiration annually upon payment of a renewal fee if before the expiration of its license it has provided the Association with the curriculum, brochures, kit list, contracts and any other pertinent information.

REQUIREMENTS FOR SCHOOL LICENSE

- 4.6 A floor plan setting out an approved fire escape plan, the location of the fire extinguishers and the complete civic address of the school.
- 4.7 Plumbing, electrical and building specifications shall comply with local and Provincial ordinances and be presented to the Examining & Licensing Committee.
- 4.8 In order to be licensed by the Examining & Licensing Committee, a school shall provide no less than 40 square feet of practical instruction area per student together with a separate classroom having a minimum area of 12 square feet per student for theoretical instruction. Minimum required instructional areas are:
- one separate practical-operation instructional area with student stations and reception area arranged to facilitate work to be performed, and;
 - one dispensary with at least one sink with hot and cold water.
 - For the purpose of determining minimum instructional areas, non-instructional areas of school are, washrooms, closets, hallways, offices, stock room and other similar rooms or structures.

- 4.9 The Examining & Licensing Committee may make recommendations for certification upon being satisfied that the proposed school has adequate facilities and instructors, is providing the necessary practical and theoretical instruction and has adequate space for 18 students.
- 4.10 Such certification shall be liable to be canceled upon failure of the school, after three months notice of failure to provide satisfactory facilities, instructors or instruction, to rectify such failure to the satisfaction of the Examining & Licensing Committee.
- 4.11 Annual acceptance of all Training Schools shall be granted upon payment of the annual fee unless notice of failure has been given under By-law 4.10 and the failure has not been rectified.
- 4.12 The Examining & Licensing Committee may recognize the certificate of completion of a hairstyling course in any established school of hairstyling as a compliance with the provisions of the by-laws.
- 4.13 All examinations for hairstyling shall be conducted at the office of the Cosmetology Association unless otherwise directed by the Examining & Licensing Committee.

SCHOOL RECORDS

- 4.14 A school owner must register each student with the Association and include the student's name, address and date of commencement of instruction prior to the date of the student's enrollment in the school, prescribed fees must follow by 30 days after the enrollment.
- 4.15 A school owner must notify the Examining & Licensing Committee in writing of the date of a student's termination of instruction within 30 days after the date of termination.
- 4.16 A school owner must provide and maintain daily records of student attendance, number of hours of instruction course work, and practical operations of each student enrolled in the school.
- 4.17 All records required to be maintained by a school under this section must be maintained in an orderly, alphabetical or numerical filing system, and must be made available for inspection by any member of the Examining & Licensing Committee during hours the school is open for instruction.

TRANSFER OF HOURS AND RE-ENROLLMENT

- 4.18 A school shall furnish a report of credited hours, which have been received in accordance with school rules to a student when terminating his/her instruction before term is completed.
- 4.19 A school shall accept credit hours of instruction and training of a student transferring from another licensed school, provided the student has not interrupted his/her schooling for a continuous period of two years or more before the request for transfer of credit hours

INSTRUCTOR - STUDENT RATIO

- 4.20 A school of cosmetology must employ licensed instructors and maintain at least the ratio of:
- ⇒ one full-time licensed instructor for 18 or fewer students if classroom size permits and;
 - ⇒ after enrollment of the first 18 students, one additional full-time instructor for each additional 18 or fewer students.
 - ⇒ a licensed instructor must be on the school premises during all hours the school is open for instruction

SCHOOL STANDARDS

EQUIPMENT OF HAIRSTYLING COSMETOLOGY SCHOOLS

- 4.21 In addition to the requirements, the classroom for theoretical instruction of the practice of cosmetology must be equipped with seating capacity for all students attending the classroom with equipment including:
- ⇒ One blackboard - minimum 3' X 5'
 - ⇒ The school shall provide each student with textbooks covering all curriculum subject as specified
 - ⇒ The practical instruction areas shall have available the following equipment:
 - sanitizers
 - a closed container for clean towels at the shampoo basin
 - a covered container for soiled towels
 - towels
 - shampoos, tonics, creams, conditioners, setting lotion
 - magnetic rollers
 - clips, bobby and hair pins
 - combs
 - brushes
 - industry acceptable chair
 - hand held blow dryer
 - a curling iron
 - scissors
 - permanent waving solutions, rods and applicators
 - bleaches, tints and rinses
 - disposable rubber gloves
 - thinning shears
 - razor
 - clippers and edgers (outliners)
 - two (2) mannequin heads and one (1) stand per student
 - capes
 - timers
 - streaking caps/foils
 - styling iron
 - 1 wet sanitizer per 2 students
 - 1 covered sanitized storage unit for sanitized implements per student
- 4.22 For every 18 or fewer students working at one time, the practical instructional area shall have available:
- one (1) shampoo bowl for every four students
 - one (1) standard hair dryer unit with hood for every 6 students
- 4.23 Every wall, floor and ceiling of the school, and all tables, chairs and equipment, shall be in good repair and in clean, dust-free condition at all times. All furnishing shall be of professional quality and manufactured expressly for the beauty industry. Each station, chair and washbowl shall be clean and free of residue and in good repair. Each establishment shall be well lighted, properly heated and well ventilated.

CURRICULUM

4.24 The prescribed course of studies and practical training for a hairstylist shall consist of not less than 1300 hours of theory and practical instruction, in a licensed school under the direct supervision of a licensed Certified Instructor. Work experience shall consist of not less than 120 hours and no more than 250 hours completed in a licensed salon under direct supervision of a licensed Certified Hairstylist. Students must complete 1600 hours of training prior to certification. Training must be completed in no less than 43 weeks. Students must have completed 300 hours of training prior to commencement of work experience.

SUBJECT	INSTRUCTION TO BE GIVEN
A) Professional Ethics & Personality Development	Shop department; public hygiene; body posture; personal development; self-grooming; communication skills; human relations. Not to include services performed by aestheticians as defined in by-law A6, section 4-10.
B) Sterilization & Bacteriology	(Including types, structural classification, movement, growth & reproduction of bacteria), preparation & use of antiseptics and disinfectants; methods of sterilization; sanitary and safety precautions.
C) Structure of Hair & Related Anatomy	General knowledge of the structure and function of the human body as related to the services offered by a cosmetologist; common hair & skin disorders related treatment; thorough knowledge of structure, growth distribution life and replacement of hair.
D) Shampoos & Rinses	Correct draping procedures; pH scale; product knowledge; massage techniques for scalp & shoulders; ingredients of products; method of retailing.
E) Hair color	Complete theory and study of bleaching and coloring; virgin heads and retouching; skin tests; special problems; temporary and permanent hair coloring; proper methods of application for various products; judging individual needs. Laws of color; sectioning; product knowledge; international color system.
F) Scalp Treatments	Brushing techniques; scalp manipulations; appropriate reconditioners & reconstructors for abnormal conditions of the hair and scalp; application of product.
G) Hair Cutting	Use of scissors, razors, thinning shears, clippers; their uses on different textures of hair; dry and wet cutting; sections for cutting; basic techniques as applied to current hair styles (long & short); different angles & degrees 0 - 180 basic clipper & outliners (edgers) techniques;

	use of tools. Mustaches and beards.
H) Permanent Waving	Inspection of scalp; selection of rods; hair analysis; choice and application of lotions; safety measures; ingredients in lotions; alkaline waves; acid waves; basic perm wrap; directional wraps; current perm techniques such as spiral; piggyback, no gravitational, etc.; specialty rods & tools; applied chemistry and safety measures. Chemical straightening; applied methods of application; general knowledge; safety measures; ingredients in lotions; knowledge of ethnic hair.
I) Hairstyling	Short Hair pincurls (using various bases); fingerwaves; roller placement; thermal styling; purposes of blow dryer; methods of blow drying of various effects; curling iron uses; mouldings. Long Hair thermal styling; purposes of blow dryer methods of blow drying for various effects; braids; up-do's; fantasy; maintenance of artificial hair pieces; various hot roller apparatus. Comb-out Methods of back brushing; & back combing; facial shapes.
J) Artificial Hair Pieces (Optional)	Cleaning and servicing. coloring and blending of hair pieces with customer's hair; styling; safety measures.
K) Client Consultation	Applied knowledge of products for retail & salon use; applied knowledge of chemical services; hair cutting; hair styling; massage techniques.
L) Chemistry (can be incorporated with related chapters)	Principles of elementary chemistry; composition and structure of hair; chemical reactions of permanent waves, color, lighteners, straight wavers, shampoos, conditioners and treatments.
M) Salon Management	Operator's working schedule; rendering of satisfactory services; enforcement of hygiene and sanitary rules, buying equipment and merchandise economically; keeping financial and service records; banking, advertising, insurance; government laws & regulations (Revenue Canada); method of work performance.
N) Act & By-Laws	General knowledge of the Association's Act; thorough knowledge of by-laws; importance of the Association to our industry; importance of membership knowledge of objectives of the Association.

O) Clipper Cuts	Knowledge of use of tool; technique used. Tapered cuts, clipper over comb, edging, Flat top (box cut) scissors over comb. (razor - neck & ears - optional)
P) Removed June 7/09 by Examining & Licensing Committee CANB Act 31(a) & (d)	

4.25 Up to 50 hours of lab time may be credited as hours towards prescribed training. Lab hours may include:

- ⇒ substitute instructor
- ⇒ guest technicians
- ⇒ hair show days
- ⇒ seminars
- ⇒ library/research
- ⇒ manufacturer pertaining to the prescribed course of studies

A student may apply for an Assistant license after 300 hours of training to work as an Assistant in a licensed salon.

4.26 Any student must complete a total of 160 hours of training prior to performing any type of service on the public.

SALON SANITATION/PREMISE

- 5 Every person who owns or operates a hairstyling establishment shall be certified as a Salon Proprietor.
- 5.1 Every hairstyling establishment shall be located in a room adequately lighted, ventilated and separate from any room used for living, dining or sleeping purposes or for the preparation or storage of food.
- 5.2 Every hairstyling establishment shall be entirely separate from any restaurant or other business handling of food that is unwrapped.
- 5.3 The floors, walls and ceiling of all rooms used for hairstyling shall be of such material as to be readily cleaned and shall be kept in clean condition. Hair shall not be permitted to accumulate on the floor and shall be deposited in a suitable covered container
- 5.4 All utensils, equipment and supplies which are or may be used on more than one customer and which come in direct contact with the person of the customer shall be thoroughly cleaned after each use and shall be maintained in a sanitary condition at all times.
- 5.5 All hairstyling implements after final use on a client shall be rinsed immediately and subjected to a bactericidal treatment by immersion for at least one minute in an approved bactericidal or ultra violet treatment.
- 5.6 All utensils, instruments and equipment shall be of a design, which permits cleaning and sanitation.
- 5.7 A separate and clean towel shall be used for each customer. After use, towels shall be placed in a suitable container entirely separate from clean towels. Clean towels shall be kept in a place and manner, which will protect them from dust and other contamination.

- 5.8 All electrical equipment and machines shall be so designed as to protect the operator and client from electrical shock. Grounding wires shall be attached where required.
- 5.9 Every plumbing fixture or apparatus used in a hairstyling establishment shall be adequately designed for the purpose intended. It shall be served with hot and cold water and installed in accordance with the New Brunswick Plumbing Regulations.
- 5.10 Salon owners must seek Provincial, Urban and/or City Zoning approval prior to opening their business.

PERSONNEL:

- 5.11 Every such person shall wash her/his hands thoroughly before serving a client. She/he shall wear a clean garment of washable material.
- 5.12 Any person establishing a salon for the purpose of cosmetology in his or her place of residence shall be licensed as a salon proprietor. This establishment shall be separate from all living quarters. There shall be:
- 5.13 An entrance to the quarters, which does not require entry into the living quarters.
- 5.14 A washroom and toilet maintained for the exclusive use of salon clientele only, as opposed to members of the household. Salons located in a mall complex must have access to washroom facilities within the complex that contain two or more toilets.
- 5.15 Every location at which cosmetology is practiced shall display on the outside of the premises, subject to municipal regulations and by-laws in full view of the street or public walkways, a sign containing the name and nature of the establishment in at least three (3) inch bold display type lettering.
- 5.16 Every licensee shall display a current and valid license in full view of the public.
- 5.17 Every shop must display a price list in a conspicuous place, printed in readable form the price of each normal service offered and clearly visible - cut, shampoo, colour, perm wave, etc.
- 5.18 Each salon shall have at least one sanitizer for instruments.
- 5.19 Curling irons must be kept clean and free from dust, grease and dirt.
- 5.20 Protective neckbands shall be used on each client.
- 5.21 Each salon shall have a dust-free container in which freshly laundered towels are stored, and a separate bin or hamper shall be used for soiled towels.
- 5.22 Before issuance of a salon proprietor's license for the operation of an establishment of cosmetology at any location, including relocation, the Examining & Licensing Committee must receive a satisfactory report form an inspector.
- 5.23 To receive such a certificate, the person must:
- ⇒ Meet the sanitation standards set forth in these By-laws;
 - ⇒ Employ or be a Certified Hairstylist;
 - ⇒ Have the approvals of a licensed electrician and licensed plumber for any initial application, relocation or renovations as needed.

Removed June 7/09 Note:

- 5.24 The initial application for a Salon Proprietor certification or relocation shall be made to the Examining & Licensing Committee.
- 5.25 Annual renewal of the certificate shall be made by the Executive Director upon payment of the annual renewal fee, unless notice of default has been given and the default not remedied.
- 5.26 No Certified Hairstylist, Assistant or Student shall be employed, work or train in a hairstyling establishment of which the person who owns or operates the same has not been certified as a "Salon Proprietor". *Removed June 7/09 "Apprentice Hairstylist"*
- 5.27 No Certified Salon Proprietor or Certified Hairstylist shall employ a person to perform hairstyling who is not a Certified Hairstylist, Assistant or registered Student. *Removed June 7/09 "Apprentice Hairstylist"*
- 5.28 No person holding a certificate issued under the authority of the Cosmetology Act shall make any false or misleading statement in the advertisement in any newspaper, magazine, radio, television or by any other form of public information media, designed or intended to induce the public to patronize or attend a place where a hairstyling business or school is being conducted.
- 5.29 Any Salon Proprietor who employs a Certified Hairstylist who is not in good standing shall be subject to by-law 6.8. *Removed June 7/09 "an Apprentice Hairstylist or"*
- 5.30 Hairstylists wishing to offer services outside the hairstyling salon must abide by the following regulations:
- ⇒ Clients must reside in individual residences where services are being offered. To exclude hospitals & nursing homes for which services may be offered to patients only.
 - ⇒ Services must be performed by Certified Hairstylists under the same stipulations as salons.
 - ⇒ Certified Hairstylists offering mobile services on a full or part time basis, defined as 10 hours or more a week must make application to the CANB and pay the required fee.
 - ⇒ Mobile fees to be \$224.00 annually; fee includes both the mobile license and a certified license renewal.
- 5.31 A salon may not employ more than three Apprentice Hairstylists for every Certified Hairstylist and must maintain this ratio during working hours.

**Cosmetology Association of New Brunswick
Association de cosmétologie du Nouveau-Brunswick**

By-Laws for Aestheticians

MEMBERSHIP

- A1.1 Any person who has all fees and/or fines paid to date and holds a valid certificate as a Certified Aesthetician or Nail Technician is a member of the CANB and has full voting privileges, for annual or special meetings.
- A1.2 Any person who is seeking to become an Aesthetician or who qualified as an Aesthetician in a jurisdiction other than the province of New Brunswick may apply for a work permit prior to taking any examination. The Examining and Licensing Committee

or its Chairperson may authorize a work permit to be issued for a period not exceeding three (3) months.

CERTIFICATION

- A2.1 Any person desiring to enroll as a student shall, prior to commencement date, make application through the Executive Director and furnish evidence of age, educational standards.
- A2.2 A Student shall have completed (minimum) grade 12 education with diploma or S.A.U. Applicant must be eighteen years of age before completion of the school term or be 21 years of age with grade 10 education with grade 10 English or French.
- A2.3 Any applicant desiring certification shall be eighteen (18) years of age, having completed minimum grade 12 and having taken the required course of studies and practical training with diploma from a licensed school to the satisfaction of the Examining and Licensing Committee.
- A2.4 Any person failing examinations there under shall be permitted further examination only once at a cost of \$15.00 (per element) for each segment failed, after 30 days. Thereafter further training must be taken before permission is granted for any other examination. Further training due to failure of exams, may be achieved with a Certified Aesthetician.
- A2.5 Certified Aestheticians applying for an Instructor's license are required to complete 30 days of apprenticeship training, no less than 160 hours, or at the discretion of the Examining & Licensing Committee, under a licensed Instructor-Level II in a licensed school before receiving their certification; and/or 3 credit University course in Adult Education, at the discretion of the Examining & Licensing Committee.
- A2.6 Certified Instructor Level I is an Instructor who has not received any further education pertaining to the occupation of aesthetics or has not provided proof of said upgrading to the CANB for the period of their annual renewal year.
- A2.7 Certified Instructor Level II is an Instructor who has received a minimum of 20 hours of education pertaining to the occupation of aesthetics and has submitted proof of said upgrading to the CANB and to the satisfaction of the Examining and Licensing committee. Must be renewed annually or will be reinstated as a Certified Instructor Level I.
- A2.9 No Certified Aesthetician shall be named as Instructor for a student, unless he/she holds an Instructor's Certificate in good standing.
- A2.10 No person with an Instructor's certificate shall be named instructor for more than 18 students at one time.
- A2.11 Qualifications for Certified Instructor shall be:
- Five years of continuous employment as a Certified Aesthetician in a Certified Cosmetology salon or demonstrate experience as a Certified Aesthetician for 2 consecutive years and have completed 2 years post secondary education related to instructional education.
 - The following topics are satisfactory credits of post secondary education:
 - *History and philosophy of education
 - *Methods and materials in teaching
 - *Curriculum development
 - *Measurement and evaluation in teaching
 - *Business organization and management

- Adequate knowledge of current aesthetic skills through having attended an upgrading course, recent work or other means, to the satisfaction of the Examining and Licensing Committee.
- Submission of a training course outline indicating method of instruction, hours of theory and practical training, satisfactory to the Examining and Licensing Committee.

A2.11 (a) **NAIL TECHNICIAN INSTRUCTOR**

Qualification for certified nail technician Instructor:

- ◆ 3 Years employed as a nail technician
 - ◆ Adequate knowledge of current nail skills through having attended upgrading courses, recent works or other means, to the satisfaction of a the Examining & Licensing Committee
 - ◆ Submission of a training course outline indicating method of instruction, hours of theory and practical training, satisfactory to the Examining & Licensing Committee
 - ◆ Successfully completed grade 12 or GED
 - ◆ Pay the prescribe fees.
 - ◆ Complete 30 days of training in a school and not less than 160 hours at the discretion of the Examining & Licensing Committee
- A2.12 The seal shall be affixed by the Secretary upon the order of the Board of Directors, except Certification issued by the Examining and Licensing Committee. The Seal of the Association shall be affixed to every certificate authorized by the Examining and Licensing Committee and may be affixed thereto by the Executive Director.
- A2.13 Temporary exploration permit to be issued by Executive Director upon application of persons 16 years or older and the payment of a prescribed fee. This is a one-time permit and is valid for 6 months from issuance.
- The holder of such permit shall, under the supervision of a Certified Aesthetician, perform general shop maintenance duties.
 - The permit holder must keep the Executive Director informed of his/her location and working hours. The Executive Director has the right to revoke said permit at any time.
- A3.4 Any certificate issued by the Examining and Licensing Committee shall remain in force for a period of one year from the date issued, but may be renewed from year to year upon payment of the renewal fee.
- A3.5 Where an applicant has met the requirements for a school license and the Examining and Licensing Committee so recommends, the Committee may direct a license be issued upon payment of \$800.00
- A3.6 Duplicate certificates may be issued there under upon proof of loss of original and payment.
- A3.7 A person applying for a work permit shall pay a fee of \$28.00 + \$28.00 registration fee.
- A3.8 The Examining and Licensing Committee shall be the Examining Committee for any applicant desiring certification
- A3.9 Three (3) members shall constitute a quorum.
- A3.10 The Executive Director shall be the secretary to the Board.
- A3.11 When the Examining and Licensing Committee has authorized a certificate to be issued, it shall be signed by the President and the Executive Director.

- A3.12 Any person desiring certification shall make application to the Examining and Licensing Committee through the Executive Director.
- A3.13 The applicant shall at the time of application furnish evidence of age and education to the satisfaction of the Committee, together with any fees required for registration, certification or examination, as the case may be.
- A3.14 Such applicant shall pass such examinations as be required by the Committee, based upon the prescribed course of studies and practical instruction or shall furnish evidence to the satisfaction of the Committee, that the course of studies and practical instruction given by a licensed training school of aesthetics has been successfully completed.

SALON STANDARDS / SANITATION

- A4.1 Any person establishing a salon for the purpose of cosmetology in his/her place of residence shall be licensed as a salon proprietor. This establishment shall be separate from all living quarters there shall be:
- a) an entrance to the quarters which does not require entry into the living quarters.
 - b) A washroom and toilet maintained for the exclusive use of salon clientele only, as opposed to members of the household. Salons located in a mall complex must have access to washroom facilities within the complex that contains two or more toilets.
- A4.2 Every location at which cosmetology is practiced shall display on the outside of the premises, subject to municipal regulations and by-laws in full view of the street or public walkways, a sign containing the name in at least three inch bold display type lettering.
- A4.3 Every licensee shall display a current and valid license in full view of the public.
- A4.4 Every shop must display a price list in a conspicuous place, printed in readable form the price of each normal service offered indicated and clearly visible.
- A4.5 Each salon shall have at least one sanitizer for implements to kill infectious contagious diseases.
- A4.6 Each salon shall have a dust free container in which freshly laundered linens & towels are stored, a separate bin or hamper shall be used for soiled linens & towels.
- A4.7 Before issuance of a proprietor license for the operation of an establishment of aesthetics at any location, including relocation, the Examining & Licensing Committee must receive a satisfactory report from an inspector.
- A4.8 To receive such a certificate, the person must:
- Meet the sanitation standards set forth in these by-laws;
 - Employ or be a Certified Aesthetician;
 - Have the approvals of a licensed electrician and licensed plumber for any initial application, relocation or renovations as needed.
- A4.10 The initial application for a salon proprietor certification or relocation shall be made to the Examining and Licensing Committee.
- A4.11 Annual renewal of the certificate shall be made by the Executive Director upon payment of the annual renewal fee, unless notice of default has been given and the default not remedied.

- A4.12 No certified Aesthetician or student shall be employed, work or train in an aesthetic establishment / salon of which the person who owns or operated the same has not been certified as a "Salon Proprietor".
- A4.13 No certified salon proprietor or certified Aesthetician shall employ a person to perform aesthetics who is not a "Certified Aesthetician".
- A4.14 No person holding a certificate issued under the authority of the Cosmetology Association of New Brunswick Act, shall make any false or misleading statement in the advertisement in any newspaper, magazine, on the radio or television, or by any other form of public information media, designed or intended to induce the public to patronize or attend a place where an aesthetic business or school is being conducted.
- A4.15 Any salon owner who employs a certified Aesthetician who is not in good standing shall be subject to disciplinary by-laws.
- A4.16 Prohibited from usage; electric callus shavers.
- A4.17 Every aesthetic establishment shall be located in a room adequately lighted, ventilated and separate from any room used for living, dining or sleeping purpose or for the preparation or storage of food.
- A4.18 Every aesthetic establishment shall be entirely separate from any restaurant or other businesses handling food that is unwrapped.
- A4.19 The floors, walls and ceiling of all rooms used for aesthetics shall be of such material as to be readily cleaned and shall be kept in clean condition.
- A4.20 All implements, equipment and supplies which may be used on more than one customer and which come in direct contact with the person or the customer shall be thoroughly cleaned after each use and shall be maintained in a sanitary condition at all times. Sponges used for cleansing skin prohibited.
- A4.21 All aesthetic implements after final use on patron shall be rinsed and washed immediately after and subject to disinfection by means of the sanitizer referred to by-law A4.5.
- A4.22 Implements and equipment shall be of a design, which permits cleaning and sanitation
- A4.23 Separate and clean towel & linen shall be used for each customer. After use, towels shall be placed in a suitable container entirely separate from clean towels & linen. Clean towels & linen shall be kept in a place and manner, which will protect them from dust and other contamination.
- A4.24 All electrical equipment and machines shall be so designed as to protect the operator and patrons from electrical shock. Grounding wires shall be attached where required.
- A4.25 Every plumbing fixture or apparatus used in an aesthetic establishment shall be adequately designed for the purpose intended. It shall be served with hot and cold water and installed in accordance with the New Brunswick Plumbing Regulations.

PERSONNEL:

- A4.26 Every such person shall wash his/her hands thoroughly before serving a patron. She/he shall wear a clean garment of washable material.
- A4.27 Aestheticians wishing to offer services outside the salon must abide by the following regulations:

- Services must be performed by a Certified Aesthetician under the same stipulations as salons.
- Certified Aestheticians offering mobile services on a full or part time basis, defined as 10 hours or more a week, must make application to the CANB and pay the required fee.
- Mobile fees to be \$224.00 annually; fee includes both the Mobile license and a certified license renewal.

SCHOOLS

SCHOOL OWNER LICENSE

- A5.1 Any person, association, firm or corporation proposing to open a school of cosmetology shall make application to the Committee for a school operator license.
- A5.2 Names of all parties having proprietary interest in the school shall be registered with the Cosmetology Association of New Brunswick.
- A5.3 A school license shall be in force for one year from the date of issue unless terminated sooner.
- A5.4 Where a school has a license, it may renew such license before expiration annually upon payment of a renewal fee if before the expiration of its license it has provided the Association with the curriculum, brochures, kit list, contracts and any other pertinent information.

REQUIREMENTS FOR SCHOOL LICENSE

- A5.5 A floor plan setting out an approved fire escape plan, the location of fire extinguishers and the complete civic address of the school.
- A5.6 Plumbing, electrical and building specifications shall comply with local and provincial ordinances and be presented to the Committee.
- A5.7 Minimum required instructional areas are:
 - One separate classroom of theoretical instruction
 - One separate practical-operation instructional area
 - One dispensary with at least one sink

SEPARATE LICENSE / NAIL TECHNICIAN

- A5.8 The prescribed course of studies and practical training for a Nail Technician shall consist of not less than 300 hours of instruction to be given in an eight (8) week course, under a licensed nail technician instructor or licensed aesthetics instructor to the satisfaction of the Examining and Licensing Committee. Provision for Aestheticians to become Nail Technicians under a prescribed course given by approved training seminars

NOTE: All students enrolling in the Nail Technician course must make application through the Executive Director as a student, and follow all regulations set forth.

<i>SUBJECT</i>	<i>INSTRUCTION TO BE GIVEN</i>
1. Professional Ethics,	Shop department; public hygiene, personal hygiene;

Hygiene & Personality	body posture; person development.
2. Sterilization & Sanitation	Bacteriology (including types, structural classification, movement, growth and reproduction of bacteria), preparation and use of antiseptics disinfectants; methods of sterilization, sanitary and safety precautions.
3. Manicuring	Use of equipment, implements & materials, correct procedure for oil or plain manicure, hand massage, nail diseases and disorders; artificial nails and care.

FEES:

- ⇒ Student Nail Technician \$10.00
- ⇒ Certification as Nail Technician (renewable annually) \$50.00
- ⇒ Nail Technician examination fee \$100.00

All rewrite examination fee (per segment) \$15.00

A5.8 a) Any person establishing a new salon for the purpose of manicuring and/or artificial nails shall be licensed as a Nail Salon Proprietor. Following all sanitation and standard by-laws set forth by the Cosmetology Association of New Brunswick.

A5.8 (b) The prescribed course of studies and practical training for **electrology** shall consist of no less than 400 hours of instruction to be given in a period of no less than 12 weeks by a Certified Aesthetic Instructor with electrology Training.

SUBJECT	INSTRUCTION GIVEN
1. Professional Ethics, Hygiene & Personality	Shop department, public and personal hygiene, personal development.
2. Sterilization & Sanitation	Bacteriology, preparation and use of antiseptics, disinfectants, methods of sterilization, sanitation and safety precautions.
3. Electrolysis	Introduction to electrology, causes of hair problems, skin dermatology and histology, anatomy and physiology, structure of hair, practical analysis of hair & skin, principles of electricity, currents and equipment. General treatment procedures.

A5.9 A school owner must register each student with the Cosmetology Association and include the student's name, address and date of commencement of instruction prior to the date of the student's enrollment in the school, prescribed fees must follow by 30 days after the enrollment.

A5.10 A school owner must notify the Committee in writing of the date of a student's termination of instruction within 30 days after the date of termination.

SCHOOL RECORDS

A5.11 A school owner must provide and maintain daily records of student attendance, number of hours of instruction course work, and practical operation of each student enrolled in the school.

- A5.12 A school owner shall provide a certificate, diploma or other evidence of completion of a course to each student successfully completing a course of instruction.
- A5.13 All records required to be maintained by a school under this section must be made available for inspection by any member of the Examining and Licensing Committee during hours the school is open for instruction.
- A5.14 The Examining and Licensing Committee may make such recommendation upon being satisfied that the proposed school has adequate facilities and instructors, and is providing the necessary practical and theoretical instruction.
- A5.15 Such certification shall be liable to be canceled upon failure of the school, after three months notice of failure to provide satisfactory facilities, instructors or instruction, to rectify such failure to the satisfaction of the Examining and Licensing Committee.
- A5.16 Annual acceptance of all Training Schools shall be granted upon payment of the annual fee unless notice of failure has been given under Section 5.15 and the failure has not been rectified.
- A5.17 The Examining and Licensing Committee may recognize the certification of completion of an aesthetic course in any established school of aesthetics as a compliance with the provisions of by-laws.

⇒ **TRANSFER OF HOURS AND RE-ENROLLMENT**

- A5.18 A school shall furnish a report of credit hours which have been received in accordance with school rules to student when terminating his/her instruction before their term is completed.
- A5.19 A school shall accept credit hours of instruction and training of a student transferring from another approved licensed school, provided the student has not interrupted his schooling for a continuous period of two years or more before the request for transfer of credit hours.

⇒ **INSTRUCTOR - STUDENT RATIO**

- A5.20 A school of cosmetology must employ licensed instructors and maintain at least the ratio of:
 - ⇒ one full-time licensed instructor for 18 or fewer students;
 - ⇒ after enrollment of the first 18 students, one additional full-time instructor for each additional 18 or fewer students, and;
 - ⇒ a licensed instructor must be on the school premises during all hours the school is open for instruction.

EQUIPMENT FOR AESTHETIC COSMETOLOGY SCHOOLS

- A5.21 In order to be licensed by the Examining and Licensing Committee a school shall provide no less than 55 square feet of practical instruction area per student. Theory room must have 12 square feet per person. In addition to the requirements, the classroom for theoretical instruction of the practice of cosmetology must be equipped with seating capacity for all students attending the classroom with equipment including:
 - ⇒ One theory classroom, plus one practical working area
 - ⇒ One blackboard - minimum 3' X 5'
 - ⇒ The school shall provide each student with learning materials covering all curriculum subjects as specified.
 - ⇒ The practical instruction areas shall have available the following equipment:

- * 1 aesthetic chair/bed per 2 students
- * 1 vapo treatment per 4 students
- * 1 lucas per 4 students
- * 1 Hi frequency machine per 4 student
- * Wet & dry sanitizer that kills all contagious or infectious bacteria
- * 1 wax pot for every 4 students
- * 1 trolley for every 4 students
- * 1 magnifying loop per 2 students
- * 1 stool per 2 students
- * 1 manicure table per 2 students
- * 1 foot basin per 2 students
- * Washer and dryer
- * Sink with hot & cold running water per 2 students during practical procedures
- * Each student is provided with a working kit per course

MAINTENANCE OF SCHOOLS

A5.22 Every wall, floor and ceiling of the school, and all tables, chairs, and equipment, shall be in good repair and in clean, dust-free condition at all times. All furnishing shall be of professional quality as manufactured expressly for the beauty industry. Each station, chair and washbowl shall be clean and free of residue, and in good repair. Each establishment shall be well lighted and well ventilated.

CURRICULUM

A6. The prescribed course of studies and practical training for an aesthetician shall consist of not less than **900 hours** of theory and practical instruction, **GIVEN DURING A PERIOD OF NOT LESS THAN 24 WEEKS** by a **CERTIFIED INSTRUCTOR**, with a minimum of **TWO (2) WEEKS** in shop training. In shop training to be conducted in a place other than the student's school or training facility. Schools are required to maintain records of student hours and progress of in-shop training. Granted 100 hours of lab days, which includes the work practicum.

SUBJECT	INSTRUCTION TO BE GIVEN
1. Professional Ethics & Personality Development	Shop department; public hygiene; body posture; personal development; self-grooming; communication skills; human relations.
2. Sanitation & Bacteriology	(Including types, structural classification, movement, growth & reproduction of bacteria), preparation & use of antiseptics and disinfectants; methods of sanitation; sanitary and safety precautions.
3. Structure of Hair & Related Anatomy	General knowledge of the structure and function of the human body as related to the services offered by an aesthetician: common hair & skin disorders related treatment: thorough knowledge of structure, growth distribution life and replacement of hair.
4. Facials	Theory of massage and the appropriate skin types, preparation of equipment and handling of materials
5. Manicuring	Use of equipment, implements and materials, correct procedure for hand massage, sanitation of implements; nail diseases and disorders.
6. Pedicuring	Use of equipment, implements and materials, correct procedure for foot massages, sanitation of implements; nail diseases and disorders.
7. Depilatories	Method of application of product, proper use of equipment, implements & materials, sanitation of implements.
8. Massage Techniques	Proper techniques & Procedures; proper use of products for relaxation purposes.
9. Make-up	Basic make-up uses & application, basic knowledge of color & application procedures, sanitation, protection & techniques.
10. Ingredients	Common knowledge of all ingredients listed for professional use for the aesthetician ingredients for chemical uses
11. Client Consultation	Applied knowledge of products & treatments for retail & salon use; applied knowledge of chemical services: massage techniques.
12. Chemistry & Biology	Principles of elementary chemistry; composition and structure of hair. Principle for basic biology to include growth, structure & reproduction of living organisms.
13. Salon Management	Operators' working schedules; rendering of satisfactory services; enforcement of hygiene and sanitary rules, buying equipment and merchandise economically, keeping financial and service records: banking, advertising, insurance: government laws & regulations (Revenue Canada); method of work performance. Marketing; policy & procedures for leasing premises; fundamentals of researching and feasibility of opening and operating a beauty salon; job search skills (resume, etc.)

14. Act & By Laws	General knowledge of the Association Act, thorough knowledge of By Laws; importance of the Association to our industry; importance of membership; knowledge of objectives of Association.
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MAKEUP CURRICULUM

A7. The prescribed course of studies and practical training for a Make-Up license shall consist of not less than 300 hours of instruction to be completed in not less than 6 weeks, under the direct supervision of a licensed aesthetic or make-up artist instructor to the satisfaction of the Examining & Licensing Committee

SUBJECT		HOURS OF THEORY	HOURS OF PRACTICAL
1. Developing a Professional Image		5 hrs	
2. Bacteriology		5 hrs	15 hrs
3. Decontamination & Infection Control		5 hrs	
4. Skin Biology & Physiology		10 hrs	5 hrs
5. Facial Features, Structure & Analysis		10 hrs	20 hrs
6. Tools of the Trade		5 hrs	
7. Color Theory		10 hrs	10 hrs
8. Cosmetic Product Knowledge		15 hrs	15 hrs
9. The chemistry of Cosmetics & Ingredients		15 hrs	
10. Customer Service & Consultations		5 hrs	15 hrs
11. The History of Makeup		5 hrs	
12. Day Time Makeup		5 hrs	25 hrs
13. Evening Makeup		5 hrs	25 hrs
14. Corrective Makeup		5 hrs	10 hrs
15. False Lash Application		1 hr	10 hrs
16. Bridal Makeup & Camera Ready Brides		5 hrs	10 hrs
17. Selling Products & Services		10 hrs	10 hrs
8. Act & By Laws	- General knowledge of the Association's Act; through knowledge of by-laws; importance of the Association to our industry; importance of membership knowledge of objectives of the Association	9 hrs	On Going

* Work experience is incorporated in the total number of hours.