



VIRTUAL/TELECONFERENCE
COSMETOLOGY EXAMINING BOARD
Virtual, 4822 Madison Yards Way, Madison
Contact: Will Johnson (608) 266-2112
April 21, 2026

The following agenda describes the issues that the Board plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a record of the actions of the Board.

AGENDA

9:00 AM

OPEN SESSION – CALL TO ORDER – ROLL CALL

- A. Adoption of Agenda (1-4)**
- B. Approval of Minutes of January 13, 2026 (5-8)**
- C. Introductions, Announcements and Recognition
- D. Reminders: Conflicts of Interest, Scheduling Concerns
- E. Administrative Matters – Discussion and Consideration**
 - 1. Department, Staff, and Board Updates
 - 2. Board Members – Term Expiration Dates
 - a. Beckett, Dutch W.V. – 7/1/2027
 - b. Blake, Melissa K. – 7/1/2028
 - c. Cwojdzinski, Kayla M. – 7/1/2028
 - d. George, Fawn J. – 7/2/2027
 - e. Hoepner, Ann M. – 7/1/2027
 - f. Jackson, Megan A. – 7/1/2027
 - g. McIntosh, Dana – 7/1/2027
 - h. Watkins, Alexis – 7/1/2027
- F. 9:00 A.M. PUBLIC HEARING: Clearinghouse Rule 26-020 on Cos 1, 2, 4, 5, and 6, Relating to Education and Approved Formal Training (9-22)**
- G. Administrative Rule Matters – Discussion and Consideration (23-40)**
 - 1. Drafting Proposals: Cos 1 to 4, Relating to Definitions and Establishment Requirements (24-39)
 - 2. Pending and Possible Rulemaking Projects (40)
- H. Legislative and Policy Matters – Discussion and Consideration

I. DSPS Interdisciplinary Advisory Committee – Update

J. Practical Exam Testing – Discussion (41)

K. Deliberation on Items Added After Preparation of Agenda

1. Introductions, Announcements and Recognition
2. Election of Officers, Appointment of Liaison(s), Delegation of Authorities
3. Administrative Matters
4. Education and Examination Matters
5. Credentialing Matters
6. Practice Matters
7. Legislative and Policy Matters
8. Administrative Rule Matters
9. Liaison Reports
10. Public Health Emergencies
11. Board Liaison Training and Appointment of Mentors
12. Informational Items
13. Division of Legal Services and Compliance (DLSC) Matters
14. Presentations of Petitions for Summary Suspension
15. Petitions for Designation of Hearing Examiner
16. Presentation of Stipulations, Final Decisions and Orders
17. Presentation of Stipulations and Interim Orders
18. Presentation of Proposed Final Decision and Orders
19. Presentation of Interim Orders
20. Petitions for Re-Hearing
21. Petitions for Assessments
22. Petitions to Vacate Orders
23. Requests for Disciplinary Proceeding Presentations
24. Motions
25. Petitions
26. Appearances from Requests Received or Renewed
27. Speaking Engagement(s), Travel, or Public Relation Request(s)

L. Public Comments

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigations with administrative warnings (ss. 19.85 (1)(b), and 440.205, Stats.); to consider individual histories or disciplinary data (s. 19.85 (1)(f), Stats.); and to confer with legal counsel (s. 19.85(1)(g), Stats.).

M. Deliberation on Division of Legal Services and Compliance (DLSC) Matters

1. **Administrative Warnings**
 - a. 22 BAC 038 – M.B., M.H. **(42-48)**
 - b. 25 COS 0025 – D.T. **(49-54)**
 - c. 25 COS 0026 – P.J.T. **(55-58)**
 - d. 25 COS 0032 – A.A. **(59-66)**
 - e. 25 COS 0110 – V.V.N. **(67-75)**

2. **Case Closings**
 - a. 21 BAC 042 – T.Q.L., C.N., C.N. (76-82)
 - b. 21 BAC 059 –N.E., N.E., T.V.N. (83-89)
 - c. 22 BAC 012 – D.W. (90-102)
 - d. 23 BAC 036 – G.C. (103-108)
 - e. 23 BAC 060 – J.E.W. (109-114)
 - f. 23 BAC 104 – A.A.R., S.S. (115-118)
 - g. 23 BAC 107 – T.E.O.F. (119-127)
 - h. 24 BAC 007 – H.H.L. (128-139)
 - i. 24 COS 0027 – S.B.S., W.B. (140-143)
3. **Proposed Stipulations, Final Decisions and Orders**
 - a. 21 BAC 045 – Thu Ha T. Pham, Alice Nails & Hair Salon (144-150)
 - b. 23 BAC 069 – Lizet Penalbert Berrios, LG’s Beauty Salon (151-157)
 - c. 23 BAC 096 – Jerry L. Bradford (158-163)
 - d. 23 BAC 107 – Keith C. Dismuke (164-169)
4. **Proposed Final Decisions and Order of Default**
 - a. 22 BAC 012 – Chop Shop Barbershop & Design LLC (170-177)
5. **Proposed Stipulations and Interim Orders**
 - a. 23 BAC 008 – Jennifer R. Brooks (178-182)

N. Proposed Final Decision and Order

1. JC Barbershop & Beauty Salon, Respondent (DHA Case Number SPS-25-0093/DLSC Case Number 23 BAC 060) (183-193)

O. Deliberation of Items Added After Preparation of the Agenda

1. Education and Examination Matters
2. Credentialing Matters
3. DLSC Matters
4. Monitoring Matters
5. Professional Assistance Procedure (PAP) Matters
6. Petitions for Summary Suspension
7. Petitions for Designation of Hearing Examiner
8. Proposed Stipulations, Final Decision(s) and Order(s)
9. Proposed Final Decision(s) and Order(s) of Default
10. Proposed Interim Orders
11. Administrative Warnings
12. Review of Administrative Warnings
13. Proposed Final Decisions and Orders
14. Orders Fixing Costs/Matters Related to Costs
15. Case Closings
16. Board Liaison Training
17. Petitions for Assessments and Evaluations
18. Petitions to Vacate Orders
19. Remedial Education Cases
20. Motions
21. Petitions for Re-hearings
22. Appearances from Requests Received or Renewed

P. Consulting with Legal Counsel

RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

Q. Vote on Items Considered or Deliberated Upon in Closed Session, if Voting is Appropriate

R. Open Session Items Noticed Above Not Completed in the Initial Open Session

ADJOURNMENT

NEXT MEETING: JULY 28, 2026

MEETINGS AND HEARINGS ARE OPEN TO THE PUBLIC, AND MAY BE CANCELLED WITHOUT NOTICE.

Times listed for meeting items are approximate and depend on the length of discussion and voting. All meetings are held virtually unless otherwise indicated. In-person meetings are typically conducted at 4822 Madison Yards Way, Madison, Wisconsin, unless an alternative location is listed on the meeting notice. In order to confirm a meeting or to request a complete copy of the board's agenda, please visit the Department website at <https://dsps.wi.gov>. The board may also consider materials or items filed after the transmission of this notice. Times listed for the commencement of any agenda item may be changed by the board for the convenience of the parties. The person credentialed by the board has the right to demand that the meeting at which final action may be taken against the credential be held in open session. Requests for interpreters for the hard of hearing, or other accommodations, are considered upon request by contacting the Affirmative Action Officer or reach the Meeting Staff by calling 608-267-7213.

**VIRTUAL/TELECONFERENCE
COSMETOLOGY EXAMINING BOARD
MEETING MINUTES
JANUARY 13, 2026**

PRESENT: Dutch Beckett, Melissa Blake, Fawn George, Ann Hoepfner, Megan Jackson, Alexis Watkins

ABSENT: Kayla Cwojdzinski, Dana McIntosh

STAFF: Will Johnson, Executive Director; Joseph Ricker, Legal Counsel; Nilajah Hardin, Administrative Rule Coordinator; Tracy Drinkwater, Board Administration Specialist; and other Department staff.

CALL TO ORDER

Megan Jackson, Chairperson, called the meeting to order at 9:10 a.m. A quorum was confirmed with six (6) members present.

ADOPTION OF AGENDA

MOTION: Ann Hoepfner moved, seconded by Dutch Beckett, to adopt the Agenda as published. Motion carried unanimously.

APPROVAL OF MINUTES OF OCTOBER 27, 2025

MOTION: Ann Hoepfner moved, seconded by Fawn George, to approve the Minutes of October 27, 2025, as published. Motion carried unanimously.

ADMINISTRATIVE MATTERS

Election of Officers

Chairperson

NOMINATION: Dutch Beckett nominated Megan Jackson for the Office of Chairperson. Megan Jackson accepted the nomination.

Will Johnson, Executive Director, called for nominations three (3) times.

Megan Jackson was elected as Chairperson by unanimous voice vote.

Vice Chairperson

NOMINATION: Megan Jackson nominated Dutch Beckett for the Office of Vice Chairperson. Dutch Beckett accepted the nomination.

Will Johnson, Executive Director, called for nominations three (3) times.

Dutch Beckett was elected as Vice Chairperson by unanimous voice vote.

Secretary

NOMINATION: Dutch Beckett nominated Ann Hoepner for the Office of Secretary. Ann Hoepner accepted the nomination.

Will Johnson, Executive Director, called for nominations three (3) times.

Ann Hoepner was elected as Secretary by unanimous voice vote.

2026 ELECTION RESULTS	
Chairperson	Megan Jackson
Vice Chairperson	Dutch Beckett
Secretary	Ann Hoepner

Appointment of Liaisons and Alternates

LIAISON APPOINTMENTS	
Credentialing Liaison(s)	Fawn George <i>Alternate:</i> Dutch Beckett
Monitoring Liaison(s)	Dutch Beckett <i>Alternate:</i> Dana McIntosh
Professional Assistance Procedure (PAP) Liaison(s)	Dutch Beckett <i>Alternate:</i> Dana McIntosh
Education and Examinations Liaison(s)	Megan Jackson <i>Alternate:</i> Melissa Blake
Legislative Liaison(s)	Alexis Watkins <i>Alternate:</i> Ann Hoepner
Digest Liaison(s)	Melissa Blake <i>Alternate:</i> Fawn George
Travel Authorization Liaison(s)	Dutch Beckett <i>Alternate:</i> Melissa Blake
Screening Panel	Melissa Blake, Fawn George, Ann Hoepner, Alexis Watkins <i>Alternate:</i> Kayla Cwojdzinski

OTHER APPOINTMENTS	
Interdisciplinary Advisory Committee	Alexis Watkins <i>Alternate: Megan Jackson</i>

Delegation of Authorities

Pre-Screening Delegation of Authority When Credential Holder Has Failed to Respond to Allegations in Intake Complaint

MOTION: Ann Hoepfner moved, seconded by Alexis Watkins, to delegate pre-screening decision making authority to the DSPS screening attorney for opening cases where the credential holder has failed to respond to allegations contained in the complaint when requested by intake (case will be opened on failure to respond and the merits of the complaint). Motion carried unanimously.

Delegation of Authority to Credentialing Liaison

MOTION: Megan Jackson moved, seconded by Dutch Beckett, to delegate authority to the Credentialing Liaison(s) to serve as a liaison between the Department and the Board and to act on behalf of the Board in regard to credentialing applications or questions presented to them, including the signing of documents related to applications. Motion carried unanimously.

Review and Approval of 2025 Delegations including new modifications

MOTION: Ann Hoepfner moved, seconded by Melissa Blake, to reaffirm all delegation motions made in 2025, as reflected in the January 13, 2026, agenda materials, which were not otherwise modified or amended during the January 13, 2026, meeting. Motion carried unanimously.

CLOSED SESSION

MOTION: Ann Hoepfner moved, seconded by Dutch Beckett, to convene to closed session to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigation with administrative warning (ss. 19.85(1)(b), Stats. and 440.205, Stats.); to consider individual histories or disciplinary data (s. 19.85(1)(f), Stats.); and, to confer with legal counsel (s. 19.85(1)(g), Stats.). Megan Jackson, Chairperson, read the language of the motion. The vote of each member was ascertained by voice vote. Roll Call Vote: Dutch Beckett-yes; Melissa Blake-yes; Fawn George-yes, Ann Hoepfner-yes; Megan Jackson-yes; and Alexis Watkins-yes. Motion carried unanimously.

The Board convened into Closed Session at 10:16 a.m.

**DELIBERATION ON DIVISION OF LEGAL SERVICES
AND COMPLIANCE (DLSC) MATTERS**

Administrative Warnings

22 BAC 038 – M.B., M.H.

MOTION: Ann Hoepfner moved, seconded by Alexis Watkins, to refer back the matter of M.B., M.H., DLSC Case Number 22 BAC 038. Motion carried unanimously.

Case Closings

MOTION: Ann Hoepfner moved, seconded by Dutch Beckett, to close the following DLSC Cases for the reasons outlined below:

1. 23 BAC 023 – F.L.S. – Insufficient Evidence
2. 23 BAC 068 – C.N.S.S. – Prosecutorial Discretion (P7)
3. 23 BAC 128 – M.N.S. – No Violation, H.K.V. – Lack of Jurisdiction (L2)
4. 24 COS 0056 – V.V.T. – Prosecutorial Discretion (P1)
5. 25 COS 0016 – B.C., T.M.H. – Prosecutorial Discretion (P5)

Motion carried unanimously.

RECONVENE TO OPEN SESSION

MOTION: Ann Hoepfner moved, seconded by Alexis Watkins, to reconvene into open session. Motion carried unanimously.

The Board reconvened into Open Session at 10:26 a.m.

VOTING ON ITEMS CONSIDERED OR DELIBERATED ON IN CLOSED SESSION

MOTION: Ann Hoepfner moved, seconded by Melissa Blake, to affirm all motions made and votes taken in Closed Session. Motion carried unanimously.

(Be advised that any recusals or abstentions reflected in the closed session motions stand for the purposes of the affirmation vote.)

MOTION: Ann Hoepfner moved, seconded by Alexis Watkins, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 10:27 a.m.

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Nilajah Hardin Administrative Rules Coordinator		2) Date when request submitted: 4/9/26 Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting	
3) Name of Board, Committee, Council, Sections: Cosmetology Examining Board			
4) Meeting Date: 4/21/26	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? 9:00 A.M. Public Hearing for Clearinghouse Rule 26-020 on Cos 1, 2, 4, 5, and 6, Relating to Education and Approved Formal Training	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <i>(If yes, please complete Appearance Request for Non-DSPS Staff)</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required: N/A	
10) Describe the issue and action that should be addressed: The Board will hold a public hearing on this rule as required by the rulemaking process.			
11) Authorization			
Signature of person making this request		Date	
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda)		Date	
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

STATE OF WISCONSIN
COSMETOLOGY EXAMINING BOARD

IN THE MATTER OF RULEMAKING	:	PROPOSED ORDER OF THE
PROCEEDINGS BEFORE THE	:	COSMETOLOGY
COSMETOLOGY	:	EXAMINING BOARD
EXAMINING BOARD	:	ADOPTING RULES
	:	(CLEARINGHOUSE RULE)

PROPOSED ORDER

An order of the Cosmetology Examining Board to amend Cos 2.025 (2) (c) 1. and 2., (2m) (intro.), Chapter Cos 4 (title), Cos 5 Figure 5.02 row IX, Figure 5.04 rows I and IV and V and VI and VII and VIII, Figure 5.05 row I, and Figure 5.06 row I; and to create Cos 2.025 (2) (am), (2m)(bm), and Cos 4.12 to 4.17, relating to Education and Approved Formal Training.

Analysis prepared by the Department of Safety and Professional Services.

ANALYSIS

Statutes interpreted: Sections 440.62 (5) (b) 1., Stats.

Statutory authority: Sections 15.08 (5) (b), 227.11 (2) (a), 440.62 (5) (b) 1., and 454.075, Stats.

Explanation of agency authority:

Section 15.08 (5) (b), Stats., provides that each examining board “[s]hall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.”

Section 227.11 (2) (a), Stats., provides that “Each agency may promulgate rules interpreting the provisions of any statute enforced or administered by the agency, if the agency considers it necessary to effectuate the purpose of the statute, but a rule is not valid if the rule exceeds the bounds of correct interpretation.”

Section 440.62 (5) (b) 1., Stats., states that “[t]he cosmetology examining board shall promulgate rules prescribing the subjects required to be included in courses of instruction at schools of cosmetology and specialty schools and establishing minimum standards for courses of instruction and instructional materials and equipment at schools of cosmetology and specialty schools.”

Section 454.075, Stats., states that “[t]he examining board shall identify by rule the accrediting agencies it approves to accredit schools for the purpose of satisfying educational requirements for an initial license or a license renewal under this subchapter.”

Related statute or rule: None.

Plain language analysis:

The proposed rule adds “laser skin rejuvenation services” and “eyelash perming” to the list of delegated medical procedures under Cos 2.025 (2) and (2m). Formal Training requirements for the delegated medical procedures in Cos 2.025 (2m) were added to Cos 4. The syllabi in Cos 5.02, 5.04, 5.05, and 5.06 were amended to add new topics on “tax reporting.” The syllabus in Cos 5.04 was also amended with changes to theory and practical hours.

Summary of, and comparison with, existing or proposed federal regulation: None.

Comparison with rules in adjacent states:

Illinois: The Barber, Cosmetology, Esthetics, Hair Braiding, and Nail Technology Act of 1985 contains the statutory requirements for the practice of cosmetology, barbering, esthetics, and nail technology in Illinois. In Illinois, cosmetology does not include the services of an electrologist. Additionally, cosmetologists may not use any practice or service that affects the living layers of the skin. The practice of esthetics does not include the services provided by a cosmetologist or an electrologist except to the extent specifically described in statutes. Estheticians are also prohibited from using any practice or service that affects the living layers of the skin [225 Illinois Compiled Statutes Chapter 410 Sections 3-1 and 3A-1].

Administrative rules of the Illinois Department of Financial and Professional Regulation also include requirements for the practice of cosmetology, barbering, esthetics, and nail technology in Illinois [68 Illinois Administrative Code Part 1175]. The curriculum for cosmetologists includes the topic of “bookkeeping.” The curriculum for estheticians includes 25 hours on “business practices,” 150 hours on “scientific concepts,” and 500 hours on “practices and procedures.” The nail technology curriculum also includes 25 hours on “business practices” [68 Illinois Administrative Code Part 1175 Sections 1175.530, 1175.835, 1175.1135].

Iowa: Iowa statutes include requirements for barbering and cosmetology. Except for hair removal and nail technology services, licensees may not provide any service where “human tissue is cut, shaped, vaporized, or otherwise structurally altered.” Additionally, “intense pulsed light devices” can only be utilized for hair removal [Iowa Code Title IV Chapter 157 Sections 157.2].

Rules of Iowa's Inspection and Appeals Department also include requirements for barbering and cosmetology. For initial licensure, each licensee must complete 150 hours in "core life sciences" which includes topics on human anatomy, infection control, basic chemistry. Safety and hygiene, professional ethics and state and federal laws, among many others. Additional course requirements vary depending on the type of license being applied for [481 Iowa Administrative Code Chapter 941 Section 481.941.14]. In Iowa, a licensee may perform shaving, microdermabrasion, chemical exfoliation, laser services, and intense pulsed light treatments after completing additional training prescribed by administrative rule. A licensee must complete 40 hours of training specific to each laser or intense pulsed light machine or model that they intend to use in their practice. Cosmetologists licensed after July 1, 2005 are prohibited from using laser products or intense pulsed light treatments. Cosmetologists licensed prior to July 1, 2005 and all electrologists and estheticians performing laser or intense pulsed light treatments must work under the general supervision of a physician [481 Iowa Administrative Code Chapter 940 Section 481.940.5].

Michigan: Michigan statutes include requirements for cosmetology practice and licensure. Of those requirements, cosmetologists and estheticians may not practice electrology unless they are also licensed as an electrologist. An esthetician or a cosmetologist may perform skin care services limited to the stratum corneum such as dermaplaning, high frequency treatments, eyebrow lamination and tinting, eyelash extension and tinting, and nonmedical grade chemical peels and hydro dermabrasion. Light therapy treatments must be approved by the US Food and Drug Administration and cannot penetrate the living layers of skin [Michigan Compiled Laws Chapter 399 Sections 339.1203a and 339.1210].

Administrative rules of the Michigan Department of Licensing and Regulatory Affairs also include requirements for cosmetology. In Michigan, the cosmetology, electrology, esthetics, and manicuring curriculums for initial licensure includes hours on the topic of "salon management." The esthetics curriculum also includes hours in "sanitation and patron protection," "laws and rules," "personal hygiene," "mechanical and electrical equipment safety," "anatomy and disorders," "artistic principles and makeup," "facial and skin care techniques," "chemistry and occupational safety and health administration," and "temporary removal of hair" [Michigan Administrative Code R 338.2126a, 338.2161, 338.2162, 338.2163, and 338.2163a].

Minnesota: Minnesota statutes chapter 155A includes requirements for cosmetology practice in Minnesota. Cosmetology includes services for cosmetic care of the hair, nails, and skin for compensation. An esthetician may only perform services for cosmetic care of the skin. An advanced practice esthetician may perform services for cosmetic care of the skin including mechanical or electrical appliances used on the epidermal layer of skin [Minnesota Statutes, Chapter 155A.23].

Minnesota administrative rules also provide requirements for cosmetology education. In Minnesota, the first 240 hours of the cosmetology curriculum include topics on "safety procedures relating to the practice of cosmetology," "Minnesota Statutes and rules which pertain to the regulation of the practice of cosmetology," and "elementary service skills." The first 120 hours of the esthetician curriculum includes topics on

anatomy and dermatology related to skin care and state statutes and rules related to skin care practice. For the advanced practice esthetician curriculum, topics include dermaplaning, chemical peels, electrical energy services, and skin needling. Additionally, for all license types there must be instruction in “business practices and in the Minnesota laws regulating those practices and labor relations” [Minnesota Rules, Chapter 2105 and Sections 2110.0500 to 2110.0580].

Summary of factual data and analytical methodologies:

The proposed rules were created by the Board reviewing Wisconsin Administrative Code Chapters Cos 1, 2, 4, 5, and 6, and making changes as needed.

Analysis and supporting documents used to determine effect on small business or in preparation of economic impact analysis:

The proposed rules were posted for a period of 14 days to solicit public comment on economic impact, including how the proposed rules may affect businesses, local government units, and individuals. No comments were received.

Fiscal Estimate and Economic Impact Analysis:

The Fiscal Estimate and Economic Impact Analysis is attached.

Effect on small business:

These proposed rules do not have an economic impact on small businesses, as defined in s. 227.114 (1), Stats. The Department’s Regulatory Review Coordinator may be contacted by email at Jennifer.Garrett@wisconsin.gov or phone at 608-266-2112.

Agency contact person:

Nilajah Hardin, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, P.O. Box 14497, Madison, Wisconsin 53708-0497; email at DSPSAdminRules@wisconsin.gov.

Place where comments are to be submitted and deadline for submission:

Comments may be submitted to Nilajah Hardin, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, 4822 Madison Yards Way, P.O. Box 14497, Madison, WI 53708-0497, or by email to DSPSAdminRules@wisconsin.gov. Comments must be received on or before the public hearing, held on April 21, 2026, to be included in the record of rule-making proceedings.

TEXT OF RULE

SECTION 1. Cos 2.025 (2) (am) is created to read:

Cos 2.025 (2) (am) Laser skin rejuvenation services.

SECTION 2. Cos 2.025 (2) (c) 1. and 2. and (2m) (intro.) are amended to read:

Cos 2.025 (2) (c) 1. Alpha hydroxyl acids of 30% or less, with a ~~p~~pH of not less than 2.0.

2. Salicylic acids of 20% or less, with a ~~p~~pH of not less than 2.0.

(2m) The following are delegated medical procedures unless the licensee has received formal training in the procedure as part of a board-approved curriculum or separate board-approved education course and the treatment, as performed, does not impact a skin layer below the stratum corneum:

SECTION 3. Cos 2.025 (2m) (bm) is created to read:

Cos 2.025 (2m) (bm) Eyelash perming.

SECTION 4. Chapter Cos 4 (title) is amended to read:

Chapter Cos 4

SANITATION, AND SAFETY, AND FORMAL TRAINING

SECTION 4. Cos 4.03 (1) is amended to read:

Cos 4.03 (1) Sterilization in ss. Cos 4.07, 4.09 ~~and~~, 4.10, 4.11, 4.12, 4.13, and 4.14 shall be accomplished by use of a dry heat or steam sterilizer cleared for marketing by the food drug administration, used according to manufacturer's instructions. If steam sterilization, moist heat, is utilized, heat exposure shall be at a minimum of 121° C., 250° F., for at least 30 minutes. If dry heat sterilization is utilized, heat exposure shall be at a minimum of 171° C., 340° F., for at least 60 minutes.

SECTION 5. Cos 4.12 to 4.17 are created to read:

Cos 4.12 Dermaplaning. (1) Estheticians performing dermaplaning shall have completed formal training in dermaplaning that does not impact a skin layer below the stratum corneum consisting of at least 6 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene and sterilization.
 - (b) Removal of facial hair.
 - (c) Methodology and procedures.
 - (d) Treatment contraindications.
 - (e) Instrument use and disposal.
 - (f) Post depilation treatments.
- (2) Estheticians performing dermaplaning shall do all of the following:
- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
 - (b) Use sterilized dermaplaning tools for each patron, in accordance with s. Cos 4.03. Dermaplaning tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.
 - (c) Dispose of needles in a puncture resistant container specifically designed for disposal. Full sharps containers shall be disposed of appropriately.

4.13 Eyelash and eyebrow tinting. (1) EYELASH TINTING. (a) Licensees performing eyelash tinting shall have completed formal training in eyelash tinting consisting of at least

4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

1. Hygiene and sterilization.
2. Methodology and procedures.
3. Treatment contraindications.
4. Instrument use and disposal.

(b) Licensees performing eyelash tinting shall do all of the following:

1. Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
2. Use sterilized eyelash tools for each patron, in accordance with s. Cos 4.03. Eyelash tinting tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.

(2) EYEBROW TINTING. (a) Licensees performing eyebrow tinting shall have completed formal training in eyebrow tinting that does not impact a skin layer below the stratum corneum consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

1. Hygiene and sterilization.
2. Methodology and procedures.
3. Treatment contraindications.
4. Instrument use and disposal.

(b) Licensees performing eyebrow tinting shall do all of the following:

1. Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
2. Use sterilized eyebrow tinting tools for each patron, in accordance with s. Cos 4.03. Eyebrow tinting tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.

4.14 Eyelash perming. (1) Licensees performing eyelash perming shall have completed formal training in eyelash perming consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene and sterilization.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

(2) Licensees performing eyelash perming shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Use sterilized eyelash tools for each patron, in accordance with s. Cos 4.03. Eyelash perming tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.

4.15 Microblading. (1) Licensees performing microblading shall have completed formal training in microblading that does not impact a skin layer below the stratum corneum consisting of at least 40 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (e) Hygiene and sterilization.
- (f) Methodology and procedures.
- (g) Treatment contraindications.
- (h) Instrument use and disposal.

(2) Licensees performing microblading shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Use sterilized microblading tools for each patron, in accordance with s. Cos 4.03. Microblading tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.
- (c) Dispose of needles in a puncture resistant container specifically designed for disposal. Full sharps containers shall be disposed of appropriately.

4.16 Utilization of electromagnetic radiation and electric current. (1) Licensees performing electromagnetic radiation or electric current treatments shall have completed formal training in utilization of electromagnetic radiation or electric current that does not impact a skin layer below the stratum corneum consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene, disinfection and decontamination.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

(2) Licensees performing electromagnetic radiation or electric current treatments shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Prior to use, all reusable instruments shall be disinfected.
- (c) Disinfectants used for decontamination shall be changed daily and shall be kept in a covered container.

4.17 Utilization of thermal energy. (1) Licensees performing thermal energy treatments shall have completed formal training in utilization of thermal energy that does not impact a skin layer below the stratum corneum consisting of at least 8 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene, disinfection and decontamination.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

(2) Licensees performing thermal energy treatments shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Prior to use, all reusable instruments shall be disinfected.
- (c) Disinfectants used for decontamination shall be changed daily and shall be kept in a covered container.

SECTION 5. Cos 5 Figure 5.02 row IX is amended to read:

IX.	Laws, rules, <u>tax reporting</u> , professional ethics and history of cosmetology.	18	0
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SECTION 6. Cos 5 Figure 5.04 rows I and IV and V and VI and VII and VIII amended to read:

FIGURE 5.04

	SUBJECTS	THEORY HOURS	PRACTICAL HOURS
I.	Introduction Law and Code, Bookkeeping, <u>Tax Reporting</u> , Business Management, History, and Ethics	2660	
IV.	Chemistry, Treatments and Process, <u>Treatment-product and techniques</u>	2456	<u>96</u>
V.	Treatment-product and techniques	32	<u>96</u>
VI.	Electricity, Machines and Equipment	4020	35
VII.	Make-up and Color Analysis	4220	2035
VIII.	Individual Student Needs and Electives (Hours may include structured visits conducted by the school outside of the classroom at one or more cosmetology or aesthetics establishments.)	6518	5030
	TOTAL HOURS:	229234	221216

SECTION 7. Cos 5 Figure 5.05 row I is amended to read:

I.	Introduction Law and Code, Bookkeeping, <u>Tax Reporting</u> , Business Management, History and Ethics	30	
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SECTION 8. Cos 5 Figure 5.06 row I is amended to read:

I.	Introduction Law and Codes, Bookkeeping, <u>Tax Reporting</u> , Business Management, History and Ethics	36	
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SECTION 9. EFFECTIVE DATE. The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

(END OF TEXT OF RULE)



Wisconsin Legislative Council

RULES CLEARINGHOUSE

Scott Grosz
Clearinghouse Director

Margit Kelley
Clearinghouse Assistant Director

Anne Sappenfield
Legislative Council Director

CLEARINGHOUSE REPORT TO AGENCY

[THIS REPORT HAS BEEN PREPARED PURSUANT TO S. 227.15, STATS. THIS IS A REPORT ON A RULE AS ORIGINALLY PROPOSED BY THE AGENCY; THE REPORT MAY NOT REFLECT THE FINAL CONTENT OF THE RULE IN FINAL DRAFT FORM AS IT WILL BE SUBMITTED TO THE LEGISLATURE. THIS REPORT CONSTITUTES A REVIEW OF, BUT NOT APPROVAL OR DISAPPROVAL OF, THE SUBSTANTIVE CONTENT AND TECHNICAL ACCURACY OF THE RULE.]

CLEARINGHOUSE RULE **26-020**

AN ORDER to amend Cos 2.025 (2) (c) 1. and 2., and (2m) (intro.), and ch. Cos 4 (title), Cos 5 Figure 5.02 row IX, Figure 5.04 rows I, IV, V, VI, VII, and VIII, Figure 5.05 row I, and Figure 5.06 row I; and to create Cos 2.025 (2) (am) and (2m) (bm), and 4.12 to 4.17, relating to education and approved formal training.

Submitted by **COSMETOLOGY EXAMINING BOARD**

02-19-2026 RECEIVED BY LEGISLATIVE COUNCIL.

03-17-2026 REPORT SENT TO AGENCY.

MSK:PW

LEGISLATIVE COUNCIL RULES CLEARINGHOUSE REPORT

This rule has been reviewed by the Rules Clearinghouse. Based on that review, comments are reported as noted below:

1. STATUTORY AUTHORITY [s. 227.15 (2) (a)]
Comment Attached YES NO
2. FORM, STYLE AND PLACEMENT IN ADMINISTRATIVE CODE [s. 227.15 (2) (c)]
Comment Attached YES NO
3. CONFLICT WITH OR DUPLICATION OF EXISTING RULES [s. 227.15 (2) (d)]
Comment Attached YES NO
4. ADEQUACY OF REFERENCES TO RELATED STATUTES, RULES AND FORMS
[s. 227.15 (2) (e)]
Comment Attached YES NO
5. CLARITY, GRAMMAR, PUNCTUATION AND USE OF PLAIN LANGUAGE [s. 227.15 (2) (f)]
Comment Attached YES NO
6. POTENTIAL CONFLICTS WITH, AND COMPARABILITY TO, RELATED FEDERAL
REGULATIONS [s. 227.15 (2) (g)]
Comment Attached YES NO
7. COMPLIANCE WITH PERMIT ACTION DEADLINE REQUIREMENTS [s. 227.15 (2) (h)]
Comment Attached YES NO



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RULES CLEARINGHOUSE

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CLEARINGHOUSE RULE 26-020

Comments

[NOTE: All citations to “Manual” in the comments below are to the Administrative Rules Procedures Manual, prepared by the Legislative Council Staff and the Legislative Reference Bureau, dated November 2020.]

1. Statutory Authority

In the “Statutes interpreted” section of the rule analysis, should additional statutes be listed? The proposed rule affects topics beyond courses of instruction as described in s. 440.62 (5) (b) 1., Stats.

2. Form, Style and Placement in Administrative Code

a. In the introductory clause, add s. Cos 4.03 (1) as a provision amended by the proposed rule.

b. In SECTION 4, the underline of “4.10” should be removed because that is currently in s. Cos 4.03 (1). Also, consider adding s. Cos 4.15 to the list of referenced provisions because it requires sterilization similar to the other provisions created and listed.

c. In SECTION 4, consider removing “chapter” from the treatment text. [s. 1.10 (2) (c), Manual.]

d. “SECTION 4” is duplicated on page 5 and “SECTION 5” is duplicated on page 8. Renumber the SECTIONS of the proposed rule as appropriate.

3. Conflict With or Duplication of Existing Rules

In SECTION 5, consider whether the requirement to wash hands after the removal of gloves in s. Cos 4.12 (2) (a) duplicates the general requirement in s. Cos 4.01 (2). Other provisions relating to handwashing throughout SECTION 5 should also be reviewed for duplication. Similarly, other aspects of the proposed rule should also be reviewed for duplication with existing rules. Compare, for example, disinfection storage requirements in the proposed rule with s. Cos 4.02 (5).

5. Clarity, Grammar, Punctuation and Use of Plain Language

a. In the “Plain language analysis” section of the rule analysis, consider explaining the difference between the two delegated medical procedure sections, s. Cos 2.025 (2) and (2m), because “laser skin rejuvenation services” is added to the first and “eyelash perming” is added to the second. Also, consider detailing that, under the proposed rule, the sterilization requirements in s. Cos 4.03 (1) would also apply to mobile establishments and the other procedures created in SECTION 5.

b. In s. Cos 4.12 (2) (b), consider whether inclusion of the phrase “cleaned and disinfected” is appropriate. The paragraph requires sterilization of dermaplaning tools and references the standards for sterilization in s. Cos 4.03, but those standards do not use the phrase “cleaned and disinfected”. As these terms are defined, the requirement of sterilization appears to preclude the alternative of cleaning and disinfection. Similar uses of the phrase in ss. Cos 4.13, 4.14, and 4.15 should also be reviewed.

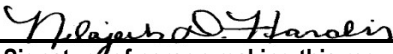
c. Throughout SECTION 5, regarding the disposal of sharps containers, consider replacing the term “appropriately” with more precise language. [s. 1.08 (1) (k), Manual.]

d. In ss. Cos 4.16 (1) (a) and 4.17 (1) (a), add a comma after “disinfection”.

e. In SECTION 6, consider whether “and” should be inserted before “Treatment-product and techniques”.

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Nilajah Hardin Administrative Rules Coordinator		2) Date when request submitted: 4/9/26 Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting	
3) Name of Board, Committee, Council, Sections: Cosmetology Examining Board			
4) Meeting Date: 4/21/26	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Administrative Rule Matters – Discussion and Consideration 1. Drafting Proposals: Cos 1 to 4, Relating to Definitions and Establishment Requirements 2. Pending or Possible Rulemaking Projects	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <i>(If yes, please complete Appearance Request for Non-DSPS Staff)</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required: N/A	
10) Describe the issue and action that should be addressed: Attachments: -Cos 1 to 4 Redlined Code Text -Rule Projects Chart Copies of current Board Rule Projects Can be Viewed Here: https://dsps.wi.gov/Pages/RulesStatutes/PendingRules.aspx			
11) Authorization			
 Signature of person making this request		4/9/26 Date	
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date			
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

Chapter Cos 1

DEFINITIONS

Cos 1.01 Definitions.

Note: Chapter BC 1 was renumbered ch. Cos 1 under s. 13.92 (4) (b) 1., Stats., [Register February 2013 No. 686](#).

Note: See Chapter [SPS 50](#) for rules governing the licensing of barbers, barbering managers, and barbering establishments.

Cos 1.01 Definitions. For the purposes of chs. [Cos 1 to 10](#):

- (1) “Antiseptic” means a chemical that kills or inhibits the growth of organisms on skin or living tissue.
- (1v) “Board” means the cosmetology examining board.
- (2) “Chemical relaxing” means the process of straightening hair by use of chemical agents.
- (2m) “Chemical waving” means a system of permanent waving employing chemicals rather than heat.
- (3) “Contagious” means capable of being transmitted by direct or indirect contact.
- (3e) “Cosmetologist” has the meaning given in s. [454.01 \(7e\)](#), Stats.
- (3g) “Credential” means a license, permit or certificate or certification of registration that is issued under ch. [454](#), Stats.
- (3r) “Cutting,” as used at s. [454.01 \(13\)](#), Stats., means exclusively the cutting of human nails, cuticles and calluses, and does not refer to any other invasive procedure.
- (4) “Department” means the department of safety and professional services.
- (6) “Disinfectant” means a chemical or product that destroys disease-causing bacteria.
Note: Examples of disinfectants are: 1. A solution of household bleach (5 □ percent sodium hypochlorite) and water containing at least 500 parts per million (ppm) available chlorine (1:100 dilution, or 2 teaspoons of household bleach per quart of water made fresh each day prior to use); 2. A solution of at least 70% isopropyl alcohol; 3. A solution using a phenolic germicidal such as Lysol (brown bottle); 4. A solution using an iodophor germicidal agent such as iodine or Betadyne; and 5. A solution using a quaternary ammonium germicide agent such as Lysol (spray) or Barbicide Plus.
- (6e) “Disinfection” means application of a disinfectant following thorough cleaning of the utensil.
- (6m) “Division” means the division of legal services and compliance in the department of safety and professional services.
- (6s) “Exfoliation” means the process whereby the superficial epidermal cells are removed from the skin.
- (7) “Full time” means work which is performed for 30 hours per week or the maximum number of hours an establishment is open if the establishment is open less than 30 hours per week.
- (7m) “General supervision” means the supervising physician is available for direct communication, either in person or by tele-phone, radio, radiotelephone, television or similar means and is physically located within 120 miles of the licensee.
- (7r) “Hazardous substances” has the meaning given in s. [299.01 \(6\)](#), Stats.
Note: Section [299.01 \(6\)](#), Stats., reads as follows: “ ‘Hazardous substance’ means any substance or combination of substances including any waste of a solid, semisolid, liquid or gaseous form which may cause or significantly contribute to an increase in mortality or an increase in serious irreversible or incapacitating reversible illness or which may pose a substantial present or potential hazard to human health or the environment because of its quantity, concentration or physical, chemical or infectious characteristics. This term includes, but is not limited to, substances which are toxic, corrosive, flammable, irritants, strong sensitizers or explosives as determined by the department.”
- (8) “Infectious” means capable of being transmitted, with or without contact.
- (9) “Laser” means light amplification by the stimulated emission of radiation.
- (10) “Licensee” means a person who holds a license, permit, certificate or registration issued by the [24](#)

board or who has the right to renew a license, permit, certificate or registration issued by the board.

- (11g) “Massaging,” as used at s. 454.01 (2) and (13), Stats., means massage for cosmetic rather than therapeutic purposes.
- (11n) “Mechanical exfoliation” means the physical removal of surface epidermal cells by means that include but are not limited to brushing machines, granulated scrubs, peel-off masques or drying preparations that are rubbed off, and microdermabrasion.
- (11r) “Microdermabrasion” means mechanical exfoliation using an abrasive material or apparatus to remove surface epidermal cells with a mechanical closed loop vacuum system.
- (11t) “Mobile establishment” means an establishment providing cosmetology, aesthetics, electrology, or manicuring services located in a mobile vehicle or mobile structure and, where applicable, any tow vehicle attached to the mobile establishment.
- (11w) “Nail enhancement” means any material other than nail polish which is added to the fingernail or toenail generated by the person[s own body, or which is used to enhance the fingernail or toenail of a person.
- (12) “Owner” means the person who holds an establishment license or right to renew an establishment license.
- (13) “Patron” means a person to whom services from a cosmetologist, aesthetician, electrologist or manicurist are provided for compensation.
- (13m) “Personal care services” means shampooing, setting, combing, brushing, cutting, chemical waving, chemical relaxing, bleaching or coloring the hair. “Personal care services” also includes electrology, manicuring and aesthetic services.
- (13t) “Physician” means a person licensed in Wisconsin to practice medicine and surgery.
- (14) “Practitioner” means a person who holds a current license to practice cosmetology issued under s. 454.06 (2), Stats.
- (14m) “Sterilization” means a process which destroys all forms of microbial life, including spores.
- (15) “Supervision” means regular, on-premise coordination, direction and inspection of the practice of another.
- (16) “Training permit holder” means a person who holds a current training permit issued pursuant to s. 454.06 (9), Stats.

Note: Immersion of the object to be disinfected in a solution of household bleach (5 percent sodium hypochlorite diluted to 2 teaspoons per quart of water).

Chapter Cos 2

PRACTICE AND PROFESSIONAL CONDUCT

Cos 2.01	Definitions.
Cos 2.02	Treatments prohibited, infectious and contagious diseases.
Cos 2.025	Delegated medical procedures.
Cos 2.03	Practice standards.
Cos 2.04	Unauthorized practice.
Cos 2.045	Personal care services for persons in hospitals, nursing homes, and correctional institutions.
Cos 2.046	Personal care services outside of a licensed establishment generally.
Cos 2.05	Advertising.
Cos 2.06	Responsibilities of owners.
Cos 2.07	Responsibilities of the cosmetology manager.
Cos 2.08	Responsibilities of licensees.
Cos 2.09	Continuing education.

Note: Chapter BC 2 was renumbered ch. Cos 2 under s. 13.92 (4) (b) 1., Stats., [Register February 2013 No. 686](#).

Note: See Chapter [SPS 50](#) for rules governing the licensing of barbers, barbering managers, and barbering establishments.

Cos 2.01 Definitions. For the purposes of this chapter:

- (1) “Chemical process” means the use of chemical reactions to change the texture, style, or length of hair, skin, or nails.
- (2) “Dermaplaning,” also referred to as dermablading, means a skin resurfacing procedure that uses a scalpel and blade held at a 45-degree angle to the skin to remove hair and some of the stratum corneum.
- (3) “Impact” means to touch, change, alter, modify, or transform.
- (4) “Microblading” means a permanent makeup technique in which a handheld tool made of several tiny needles is used to cut into the skin in fine, short strokes to insert pigment to change its appearance.
- (5) “Microneedling,” also referred to as collagen induction therapy, means a cosmetic procedure that involves repeatedly puncturing the skin with tiny sterile needles in a single use cartridge. The needle depth of the single use cartridge may be adjusted by the operator and is attached to a power-operated device that moves the needle up and down at a rapid pace.
- (6) “Stratum corneum,” also referred to as the horny layer of the skin, means the outermost layer of the epidermis, usually made up of 10-30 layers of corneocytes or dead cells.

Cos 2.02 Treatments prohibited, infectious and contagious diseases. (1) No licensee may treat any disease of the skin unless under the direction of a physician.

- (1m) No licensee may diagnose any disease of the skin.
- (2) No licensee may provide services to a patron suffering from an infectious or contagious scalp or skin disease unless the licensee takes appropriate precautions and uses safeguards to prevent the spread of the disease to other patrons and to the licensee.
- (3) No licensee, having a known infectious or contagious disease, may provide a service to a patron if the licensee is, by reason of the disease, unable to safely and competently perform the service.
- (4) No licensee may provide services to a patron if the licensee has a known infectious or contagious disease unless the licensee takes appropriate precautions and uses safeguards which prevent the spread of the disease to patrons.

Cos 2.025 Delegated medical procedures. (1) Licensees may provide client services constituting medical procedures only as directed, supervised and inspected by a physician who has the power to direct, decide and oversee the implementation of the client services provided in licensed establishments.

(2) Delegated medical procedures include the following:

~~(a)~~ Laser hair removal services.

~~(am)~~ Laser skin rejuvenation services.

~~(a)(b)~~ Microdermabrasion services, except as specified under sub. (2r).

~~(b)(c)~~ Chemical exfoliation, except for application of commercially available exfoliation products utilized in accordance with the manufacturers' instructions, limited to the following:

1. Alpha hydroxyl acids of 30% or less, with a ~~p~~h~~p~~H of not less than 2.0.

2. Salicylic acids of 20% or less, with a ~~p~~h~~p~~H of not less than 2.0.

~~(e)(d)~~ Microneedling.

~~(d)(e)~~ Any treatment impacting a skin layer below the stratum corneum.

(2m) The following are delegated medical procedures unless the licensee has received formal training in the procedure as part of a board-approved curriculum or separate board-approved education course and the treatment, as performed, does not impact a skin layer below the stratum corneum:

(a) Dermaplaning, when performed by an aesthetician licensed under s. 454.06 (4), Stats.

~~(b)~~ Eyelash or eyebrow tinting.

~~(bm)~~ Eyelash perming.

~~(b)(c)~~ Microblading.

~~(e)(d)~~ Utilization of electromagnetic radiation and electric current.

~~(d)(e)~~ Utilization of thermal energy.

(2r) A licensee may utilize microdermabrasion devices in his or her practice without medical supervision if all of the following conditions are met:

(a) The device shall be of an aesthetic grade and not labeled as a prescription device by the United States Food and Drug Administration. Only FDA approved Class I machines may be used pursuant to this subsection.

(b) The device utilizes a closed loop negative pressure system that incorporates a tissue retention device.

(c) The normal and customary use of the device results in the removal of only the surface epidermal cells of the skin.

(d) Eye protection is provided to the client and protective gloves are worn by the operator.

(e) Microdermabrasion services are not provided within 48 hours before or after a chemical exfoliation.

(f) The licensee has performed a pretreatment assessment on the client and reviewed the results with the client.

(g) The client has given written consent prior to the administration of the services. The consent shall contain all of the following:

1. A statement setting forth in general terms the nature and purpose of the procedure or procedures, together with the known risks associated with the procedure or procedures, if reasonably determinable.

2. A statement that acknowledges that the disclosure of that information has been made and that all questions asked about the procedure or procedures have been answered in a satisfactory manner.

3. The signature of the client for whom the procedure is to be performed, or if the client for any reason lacks legal capacity to consent, is signed by a person who has legal authority to consent on behalf of that client.

(3) Delegated medical procedures shall be undertaken only pursuant to formal written protocols ~~and~~ ^{setting}

forth the nature and scope of the procedures delegated, describing the supervisory plan, and indicating any contraindications to undertaking the procedure. A laser hair removal product or device, or intense pulsed light device shall not be used on a minor unless the minor is accompanied by a parent or guardian and only under the general supervision of a physician.

- (4) A licensee providing client services constituting delegated medical procedures shall upon request make available to the client and to the board a copy of the formal written protocols.
- (5) Should a client service constituting a delegated medical procedure be contraindicated based either upon the written protocol or some other basis, the licensee shall decline to carry out the procedure and shall explain to the client the basis for the licensee's inability to provide the service.
- (6) A licensee providing client services constituting delegated medical procedures in a licensed establishment shall post in a conspicuous location in the immediate area where the procedure is carried out the name of the delegating physician and the nature and scope of the procedures delegated.

Cos 2.03 Practice standards. (1) Services provided by any licensee shall be performed in a manner that is consistent with basic and accepted practice standards and in accordance with all state statutes, board rules and local codes and ordinances.

- (2) Licensees may provide only those services which they are competent to perform by training or experience and are licensed to provide.
- (3) Licensees shall provide services to the best of their ability and make reasonable efforts to comply with requests in a manner that is satisfactory to a patron. Licensees shall not provide services to a patron without first obtaining the consent of the patron or legal guardian of the patron.
- (4) Licensees may neither consume alcohol nor take controlled substances during practice, unless prescribed by a physician.
- (5) Licensees shall take adequate and necessary precautions to protect the patron from health and safety hazards when performing services. Licensees shall not smoke while performing personal services on a patron.
- (7) Licensees shall not engage in sexual harassment or sexual assault of a patron, former patron, employee, employer, or co-worker. In this section, "sexual harassment" and "sexual assault" have the meanings defined in ss. [111.32 \(13\)](#), [940.225 \(1\), \(2\), \(3\)](#) and [\(3m\)](#) and [948.02 \(1\)](#) and [\(2\)](#), Stats.

Note: Section [111.32 \(13\)](#) defines sexual harassment as "unwelcome sexual advances, unwelcome requests for sexual favors, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature. "Sexual harassment" includes conduct directed by a person at another person of the same or opposite gender. "Unwelcome verbal or physical conduct of a sexual nature" includes but is not limited to the deliberate, repeated making of unsolicited gestures or comments of a sexual nature; the deliberate, repeated display of offensive sexually graphic materials which is not necessary for business purposes; or deliberate verbal or physical conduct of a sexual nature, whether or not repeated, that is sufficiently severe to interfere substantially with an employee[s] work performance or to create an intimidating, hostile or offensive work environment."

- (8) A licensee may not provide the following services unless both the licensee and the establishment are properly licensed by the department of safety and professional services:
 - (a) Body piercing, except for piercing of ears.
 - (b) Tattooing, including permanent cosmetics.
 - (c) Operation of a tanning booth.

Note: Body piercers, body piercing establishments, tattooists and tattoo establishments are regulated by the Department of Safety and Professional Services under ch. [SPS 221](#), Wis. Adm. Code. Tanning facilities and tanning facility operators are regulated by the Department of Safety and Professional Services under ch. [SPS 220](#), Wis. Adm. Code.

- (9) Licensees may not use methyl methacrylate monomer, commonly referred to as MMA in liquid form, and may not use any cosmetic or nail product formulated with MMA as one of its ingredients.

Cos 2.04 Unauthorized practice. (1) Licensees may not assist or participate in the unauthorized or unlicensed practice of cosmetology, aesthetics, electrology or manicuring.

(2) Licensees shall report to the board unauthorized or unlicensed practice or other violations of ch. 454, Stats., and chs. [Cos 1 to 10](#).

Cos 2.045 Personal care services for persons in hospitals, nursing homes, and correctional institutions. A licensee may provide any personal care services, subject to all practice standards set forth in this chapter, to persons who are in hospitals, nursing homes, or correctional institutions, regardless of whether it is done in a designated area or in the personal room of an inmate, patient, or infirm person.

Cos 2.046 Personal care services outside of a licensed establishment generally. Other than personal care services provided under s. [Cos 2.045](#), an appropriately credentialed licensee may provide services outside of a licensed establishment as follows:

- (1) Aesthetics, cosmetology, and manicuring services may be provided outside of a licensed establishment if all the following are true:
 - (a) The licensee owns, manages, is employed by, or affiliated with an establishment that is licensed to provide services under s. [454.08 \(2\)](#), Stats. The licensee brings to the outside service location their active license certificate, or a copy, provided to them under s. [454.06 \(7\)](#), Stats.
 - (b) The licensee complies with all practice standards provided in this chapter when providing personal care services outside of a licensed establishment.
 - (c) The licensee complies with all sanitation and safety pre-cautions regarding the use of chemical processes provided in ch. [Cos 4](#).
 - (d) The services provided do not involve the use of a chemical process, with the following exceptions:
 1. A licensee practicing aesthetics or cosmetology outside of a licensed establishment may apply cosmetics, oils, lotions, clay, creams, antiseptics, powders, or tonics.
 2. A licensee practicing cosmetology outside of a licensed establishment may use cleansing, styling, and finishing products for the purpose of cutting or styling hair.
- (2) Electrology services may be provided outside of a licensed establishment if all the following are true:
 - (a) The licensee complies with all practice standards provided in this chapter when providing personal care services outside of a licensed establishment.
 - (b) The licensee complies with all sanitation and safety pre-cautions provided in ch. [Cos 4](#).

Cos 2.05 Advertising. (1) Advertising by licensees shall be truthful and accurate and may not mislead the public.

(2) An establishment shall either post a list of cost of services in a conspicuous place or display a sign which states: "All establishment patrons have the right to be informed of the cost of services before the services are provided."

Cos 2.06 Responsibilities of owners. The owner of any licensed establishment shall be responsible for compliance with ch. 454, Stats., and chs. [Cos 2, 3 and 4](#). The owner shall:

- (2) Provide supplies and equipment necessary to maintain safe and sanitary establishment conditions.
- (3) Ensure the provision of supervision and training of apprentices, temporary permit holders and training permit holders.
- (4) Maintain and provide appropriate records for apprentices, temporary permit holders, training permit holders, and practitioners, including employment records, to enable apprentices or practitioners to meet the requirements of s. [440.63 \(3\) \(a\) 1.](#) or [454.10 \(2\)](#), Stats., for credentialing as a practitioner or instructor. Owners shall maintain these records for a minimum of 5 years.
- (5) In the case of an owner of a cosmetology establishment who is not a licensed cosmetologist, employ at least one licensed cosmetologist to act as a full-time manager who shall ensure that the establishment operates in compliance with state statutes and administrative rules.

Cos 2.07 Responsibilities of the cosmetology manager. (1) The manager of a cosmetology establishment shall be responsible for the daily operations of an establishment and ensure that the establishment is in compliance with ch. 454, Stats., and chs. Cos 3 and 4. The cosmetology manager shall maintain supplies and equipment necessary to ensure safe and sanitary establishment conditions.

(1g) A cosmetology manager shall train and supervise any apprentices in accordance with s. Cos 6.04 (1) and shall super-vise any temporary permit holders and training permit holders.

(1r) The cosmetology manager shall, for a minimum of 5 years, maintain and provide appropriate records for apprentices, temporary permit holders, training permit holders, and practitioners, including employment records, to enable apprentices or practitioners to meet the requirements of s. 440.63 (3) (a) 2. or 454.10 (2), Stats., for credentialing as a practitioner or instructor.

(2) The cosmetology manager shall post all required licenses, permits and notices.

Cos 2.08 Responsibilities of licensees. Licensees holding current licenses or permits granted under ch. 454, Stats., shall:

(1) Be responsible for compliance with the sanitation and safety precautions contained in ch. Cos 4.

(2) Be responsible for their own professional practice, conduct and compliance with ch. Cos 2.

Cos 2.09 Continuing education. To ensure competency, the board may require specific remedial continuing education requirements for any licensee as part of a disciplinary process.

Chapter Cos 3

ESTABLISHMENTS AND INSPECTIONS

- Cos 3.01 Establishment requirements.
 - Cos 3.02 Other establishment requirements.
 - Cos 3.04 Establishment applications.
 - Cos 3.05 Inspections.
 - Cos 3.06 Change of ownership or location.
-

Note: Chapter BC 3 was renumbered ch. Cos 3 under s. 13.92 (4) (b) 1., Stats., [Register February 2013 No. 686](#).

Note: See Chapter [SPS 50](#) for rules governing the licensing of barbers, barbering managers, and barbering establishments.

Cos 3.01 Establishment requirements. (1) Cosmetology, aesthetics, electrology, and manicuring shall not be practiced outside the confines of a licensed establishment except as provided in ss. [Cos 2.045](#) and [2.046](#). Establishments, including floors, walls, ceilings, furniture, equipment, tools, utensils and instruments, shall at all times be in good repair and maintained in an orderly and sanitary condition.

- (3) If public drinking facilities are provided, disposable drinking cups or a drinking fountain shall be available.
- (4) All floor coverings in an establishment shall be kept in a clean, orderly and safe condition. Loose hair shall be removed regularly and placed in a closed container.
- (5) A toilet room shall not be used as a dispensary or for the providing of services.
- (6) Establishments shall provide safe and secure areas for storing, cleaning and disinfecting equipment. Poisonous substances stored in public areas shall be locked in a cabinet or closet, with the exception of over-the-counter products used for room deodorizing. These products shall be kept in an elevated location out of the reach of children.
- (7) Plastic or metal containers of adequate size shall be provided to store all soiled linen. All soiled linen shall be properly cleaned in compliance with s. [Cos 4.02 \(6\)](#) or disposed of after use.
- (7m) All garbage cans shall have lids.
- (8) Establishments where apprentices are trained shall provide equipment, supplies and products for all cosmetology services.
- (9) No smoking shall be allowed in areas of an establishment where flammable products or materials are being used or stored.
- (10) Animals shall not be in an establishment during business hours, except for service animals.
Note: Section [106.52 \(1\) \(fm\)](#), Stats., reads as follows:“ ‘Service animal’ means a guide dog, signal dog, or other animal that is individually trained or is being trained to do work or perform tasks for the benefit of a person with a disability, including the work or task of guiding a person with impaired vision, alerting a person with impaired hearing to intruders or sound, providing minimal protection or rescue work, pulling a wheelchair, or fetching dropped items.”
- (11) Where an establishment is located in the same building as a residence, the business and living quarters shall be separate. A mobile establishment may not be located in a vehicle or mobile structure that also contains a residence.
- (12) Establishments shall provide a basin which has hot and cold running water, and a chair which is designed for the service to be provided. At least one basin shall be constructed and available to permit licensees to wash their hands prior to serving each patron and following removal of gloves. Establishments shall provide the equipment and supplies necessary to perform services offered. Basins may be shared with other establishments located on the same premises.
- (13) The establishment license shall be posted in the establishment.
- (14) All facilities shall be equipped with a ventilation system adequate to comply with minimal occupational safety and health standards.

(15) A mobile establishment shall be licensed as an establishment under the requirements of this chapter. A mobile establishment is subject to all of the following requirements:

- (a) The establishment shall meet the requirements of this chapter and ch. [Cos 4](#), including requirements related to establishments, inspections, sanitation, and safety. All services provided through a mobile establishment shall meet the standards of practice and professional conduct under ch. [Cos 2](#).
- (b) A mobile establishment license is valid for a specific vehicle or mobile structure and may not be transferred to a different vehicle or mobile structure.
- (c) The mobile establishment[s name as shown on the license shall be visibly displayed and clearly legible on at least one exterior side of the mobile establishment.

Note: See section s. [SPS 364.0401](#) to [364.0404](#), Wisconsin administrative code.

Cos 3.02 Other establishment requirements. (1) COSMETOLOGY MANAGER REQUIRED. The owner of a cosmetology establishment shall not operate the establishment unless a cosmetology manager has been employed for the establishment, subject to the exception for temporary unavailability of a cosmetology manager in s. [Cos 2.06 \(5\)](#). The cosmetology manager shall be responsible for supervising and managing the operation of the establishment. The owner and the cosmetology manager shall ensure that the establishment operates in compliance with ch. [454](#), Stats., and rules of the board as follows:

- (a) The owner of more than one establishment shall employ a sufficient number of cosmetology managers to satisfy the requirement that a cosmetology manager be present full time in each establishment as defined in s. [Cos 1.01 \(7\)](#).
- (b) The owner of a cosmetology establishment may satisfy the requirement in this section by employing a cosmetology manager who also works at an establishment owned by a different person, provided the cosmetology manager works full time as defined in s. [Cos 1.01 \(7\)](#) at each establishment where he or she is employed as a cosmetology manager.
- (c) A cosmetology manager is required to be present in an establishment full time, as defined in s. [Cos 1.01 \(7\)](#), but if an establishment is open for more than 30 hours per week, the cosmetology manager is not required to be present in the establishment at all times when the establishment is open for business, and the cosmetology manager may be absent for reasonable brief periods during a day.

(2) **CHAIR OR BOOTH LEASING.** An owner may lease a chair or booth to a licensed individual as follows:

- (a) A lease agreement shall be in writing.
- (b) The lessee of a chair or booth shall be responsible for ensuring that the leased chair or booth operates in compliance with ch. [454](#), Stats., and the rules of the board, and the lessee shall hold a cosmetology and an establishment license.

Note: “Lease agreement” in this section includes chair and booth “rental” agreements. To avoid unintended insurance and tax consequences all parties to a lease or rental agreement are advised to consult with appropriate business advisors and government agencies.

Cos 3.04 Establishment applications. (1) Before a person may open a new establishment, or change the ownership of an existing establishment, or relocate and create a new establishment as specified in s. [Cos 3.06 \(2\)](#), the person shall submit an application to the board on a form specified by the board.

(2) The application required under sub. (1) shall include all of the following:

- (a) The identity of the owner.
- (b) A mailing address where board correspondence may be received.
- (c) The physical address of the establishment, or, for a mobile establishment, the physical address where the mobile establishment is parked when not in service.
- (d) The name of the cosmetology manager required under s. [454.08 \(6\)](#), Stats.

- (e) The type of business.
 - (f) A copy of the floor plan showing dimensions and required equipment.
 - (g) For a mobile establishment, a description of the vehicle or mobile structure to be used as the mobile establishment, photographs of the interior and exterior, and the vehicle registration of the mobile establishment.
 - (h) Any other information which may be needed to approve the issuance of a license.
- (3) Upon approval of the application and issuance of the license in the establishment, the establishment may open for business.
- (4) Falsification of any information on the application may be grounds for denial, suspension or revocation of the establishment license and subject the applicant to penalties as indicated in s. [454.16](#), Stats.

Cos 3.05 Inspections. (1) Inspections by field representatives or agents of the board may be conducted to assure compliance with ch. [454](#), Stats., and chs. [Cos 1 to 10](#).

- (2) Upon notification of violation, licensees shall respond within 5 days either by notifying the board of correction of the violation or presenting a proposed plan of correction for board approval.
- (3) Failure to respond to a notice of violation, or to comply with a plan of correction approved by the board, is unprofessional conduct.

Cos 3.06 Change of ownership or location. (1) Change of ownership of any establishment constitutes the creation of a new establishment and requires submission of an application for a new establishment license.

- (2) Change of location of any establishment constitutes the creation of a new establishment and requires submission of an application for a new establishment license. A change to the parking location or mailing address of a mobile establishment or the relocation of a leased chair or booth which is licensed as an establishment and housed within a lessor establishment requires only written notification to the department identifying the change of parking location, mailing address, chair, or booth.

Chapter Cos 4

SANITATION, ~~AND~~ SAFETY, ~~AND~~ FORMAL TRAINING

Cos 4.01	Equipment and sanitation.
Cos 4.02	Disinfection.
Cos 4.03	Sterilization.
Cos 4.04	Supplies.
Cos 4.045	Prohibited materials.
Cos 4.05	Procedure for exposure to blood.
Cos 4.06	Precautionary procedures.
Cos 4.07	Ear piercing.
Cos 4.08	Waxing.
Cos 4.09	Electrolysis.
Cos 4.10	Manicuring.
Cos 4.11	Mobile Establishments.

Note: Chapter BC 4 was renumbered ch. Cos 4 under s. 13.92 (4) (b) 1., Stats., [Register February 2013 No. 686](#).

Note: See Chapter [SPS 50](#) for rules governing the licensing of barbers, barbering managers, and barbering establishments.

Cos 4.01 Equipment and sanitation. (1) All areas of an establishment, or the area of practice outside of an establishment in accordance with the applicable standards, and the equipment, tools, and implements used by licensees, shall be maintained in a clean, sanitary, and safe condition.

- (2) Licensees shall wash their hands thoroughly with soap and running water prior to serving each patron and following removal of gloves. Waterless hand washing agents with alcohol as an active ingredient with a concentration of at least 60% are an acceptable substitute for washing hands that are not visibly soiled with soap and running water.
- (3) All tools, implements and items that come in direct contact with a client shall be cleaned and disinfected or disposed of after use on each client.
- (3g) All non-disposable, disinfectable manicure tools and implements shall be cleaned and disinfected with a disinfectant as defined in s. [Cos 1.01 \(6\)](#), after use on each client.
- (3r) All items designed to be disposed of after a single use including orangewood sticks, cotton, gauze, neck strips, nail wipes, tissues, sponges, paper towels, wooden applicators and spatulas, emery boards, buffer blocks, sanding bands or sleeves, and disposable nail bits shall be disposed of after each use.
- (4) All liquids, creams, powders and semi-solid substances shall be dispensed from a container in a manner which will prevent contamination of the unused portion of the substance.
- (5) Shampoo bowls and basins shall be drained after each use and kept in a sanitary and safe condition.
- (6) Clean towels shall be used for each patron. A neckstrip or towel shall be placed around the neck of the patron to prevent contact with the cape. The head rest of any operating chair shall be covered with fresh linen or paper for each patron.
- (7) All other equipment and instruments shall be clean to sight and touch.
- (8) Licensees using lancets for the lateral piercing of raised whiteheads shall utilize only pre-sterilized, single use, disposable lancets.

Cos 4.02 Disinfection. (1) Unless sterilized, disinfection is required prior to reuse on another patron of any personal care instruments, including scissors, razors, clipper blades and tweezers, excluding tweezers used in electrolysis.

- (2) Disinfection for scissors, razors, clipper blades and tweezers shall consist of cleaning with soap and water to remove all organic material, wiping with or soaking in a disinfectant as defined in s. [Cos 1.01](#), and air-drying.
- (3) Disinfection for combs, lifts, brushes, rollers and any other contact equipment shall consist of cleaning with soap and water to remove all organic material, treating with a disinfectant as defined in s. [Cos 1.01](#), and air-drying.
- (4) Clean and disinfected contact equipment shall be placed in one or more covered containers. ~~34~~

or more separate containers shall be provided for the immediate storage of soiled contact equipment until cleaned and disinfected.

- (5) Disinfectant used for decontamination shall be changed daily and shall be kept in a covered container.
- (6) Laundry shall be disinfected by washing with a solution containing a germicidal compound.
Note: Chlorine Bleach and LysolG (brown bottle) are germicidal compounds.

Cos 4.03 Sterilization. (1) Sterilization in ss. [Cos 4.07](#), [4.09](#), [and 4.10](#), [4.11](#), [4.12](#), [4.13](#), and [4.14](#) shall be accomplished by use of a dry heat or steam sterilizer cleared for marketing by the food and drug administration, used according to manufacturer's instructions. If steam sterilization, moist heat, is utilized, heat exposure shall be at a minimum of 121n C., 250n F., for at least 30 minutes. If dry heat sterilization is utilized, heat exposure shall be at a minimum of 171n C., 340n F., for at least 60 minutes.

- (2) Sterilizers shall be maintained in working order. Equipment shall be checked in compliance with manufacturer[s] recommendations at least monthly to ensure that it is reaching required temperatures.

Cos 4.04 Supplies. (1) All establishments shall supply each licensee with at least one of the antiseptics listed in s. [Cos 4.05](#).

- (2) All licensees working in a licensed establishment shall be supplied with bandages and disposable gloves.
- (3) Licensees providing services outside of an establishment shall have available with them at least one of the antiseptics listed in s. [Cos 4.05](#) and have a reasonable supply of bandages and disposable gloves.

Cos 4.045 Prohibited materials. Cosmetologists, aestheticians, electrologists, or manicurists may not use **any tools that cannot be properly sanitized or disinfected, such as pumice stones or credo razors when providing services.**

Cos 4.05 Procedure for exposure to blood. (1) In the case of any patron injury, such as a scissors cut, razor cut, needle stick, laceration or other exposure to blood, broken skin, or a mucous membrane, the licensee shall do all of the following:

- (a) Stop service.
 - (b) Put gloves on hands.
 - (c) Assist the client with rinsing the exposed area using soap and water. Pat dry with a towel.
 - (d) Provide the patron with disinfectant such as iodine, 70% isopropyl alcohol, or 6% stabilized hydrogen peroxide or equivalent.
 - (e) Provide the patron with an adhesive bandage if appropriate.
 - (f) Dispose of single-use items in the trash container and clean and disinfect all implements.
 - (g) Clean and disinfect the workstation.
 - (h) Remove gloves and wash hands before resuming service.
- (2) In the case of any licensee injury that may expose a patron to blood, broken skin, or a mucous membrane, the licensee shall do all of the following:
 - (a) Stop service.
 - (b) Explain the situation to the patron.
 - (c) Rinse the area with soap and water.
 - (d) Apply disinfectant such as iodine, 70% isopropyl alcohol, or 6% stabilized hydrogen peroxide or equivalent.
 - (e) Apply an adhesive bandage.

- (f) Dispose of single-use items in the trash container.
 - (g) Put gloves on hands.
 - (h) Clean and disinfect all implements and clean and disinfect the workstation.
 - (i) Replace gloves and return to service.
- (3) A licensed establishment shall post a written protocol de-scribing the procedure for unintentional occupational exposure to bodily fluids described in subs. (1) and (2). The protocol shall be posted in a place conspicuous to licensees.

Cos 4.06 Precautionary procedures. (1) A licensee shall cover any abrasions, oozing or open lesions or wounds on his or her hands or forearms prior to patron contact. If a licensee has oozing or open lesions or weeping dermatitis on his or her hands or forearms that cannot be effectively covered, the licensee shall refrain from direct patron contact until the condition has been resolved.

- (2) A licensee shall use disposable protective gloves when dealing with patrons with oozing or open lesions or weeping dermatitis. These gloves shall be changed between patrons and disposed of after use. Gloves shall be removed upon completion of patron services, and hands washed after glove removal.

Note: It is recommended that licensees use protective gloves in handling caustic chemicals such as permanent waving solution and neutralizer or hair straightening preparations. The handling of these substances without protection can cause skin damage which may provide a route for infection to be transmitted to the licensee.

- (3) Licensees shall carefully bag and dispose of paper products contaminated with blood and thoroughly cleanse and disinfect linens contaminated with blood in accordance with s. [Cos 4.02 \(6\)](#).

Note: Paper products contaminated with blood may be disposed of in the regular trash unless saturated with blood. See s. [NR 526.05](#) (Department of Natural Resources).

Cos 4.07 Ear piercing. Ear piercing may be performed by non-licensees, but licensees performing ear piercing shall do all of the following:

- (1) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (2) Thoroughly wash the skin area to be pierced with soap and water or a waterless washing agent with alcohol as an active ingredient.
- (3) Apply an antiseptic to the skin surface of the area to be pierced and allow the antiseptic to air dry.
Note: Iodine and BetadyneG are acceptable antiseptics.
- (4) Sterilize earrings, needles, or any other piercing instruments prior to insertion. Pre-sterilized earrings may be utilized.
- (5) Prior to each use all other surfaces that come into contact with the skin of the patron shall be disinfected.

Cos 4.08 Waxing. (1) Electrologists performing waxing shall have completed training in depilation by waxing in a school of electrology or a school of cosmetology consisting of not less than 8 training hours in all of the following areas:

- (a) Hygiene and sterilization.
 - (b) Treatments with hard hot wax.
 - (c) Treatments with liquid strip wax.
 - (d) Hair removal from legs and arms, bikini and underarm hair.
 - (e) Removal of facial hair.
 - (f) Eyebrow shaping.
 - (g) Post depilation treatments.
- (2) Manicurists performing waxing shall have completed training in depilation by waxing in a school

of cosmetology or a school of manicuring consisting of not less than 8 training hours in all of the following areas:

- (a) Hygiene and sterilization.
 - (b) Treatments with hard hot wax.
 - (c) Treatments with liquid strip wax.
 - (d) Hair removal from the foot, lower leg, hand and forearm.
 - (e) Post depilation treatments.
- (3) Licensees performing depilation by waxing shall do all of the following:
- (a) Apply a topical antiseptic to the skin surface of the area to be waxed and allow the antiseptic to air dry.
 - (b) Dispose of spatulas after each use.
 - (c) Dispose of wax and strips after each use.

Cos 4.09 Electrolysis. Licensees performing electrolysis shall:

- (1) Use sterilized needles, lancets and tweezers for each patron, in accordance with s. [Cos 4.03](#). Wear disposable protective gloves when working on a patron. These gloves shall be changed between patrons and disposed of following use. Hands shall be washed after removal of gloves.
- (2) Thoroughly wash the skin area to be treated with soap and water. Apply an antiseptic to the skin surface of the patron and allow the antiseptic to air dry prior to commencing electrolysis.
- (3) Dispose of needles and lancets in a puncture resistant container specifically designed for disposal. Full sharps containers shall be disposed of appropriately.

Cos 4.10 Manicuring. (1) Prior to use, all reusable manicure instruments shall be disinfected.

- (2) Disinfectant used for decontamination shall be changed daily and shall be kept in a covered container.
- (3) Sterilization shall be accomplished in accordance with s. [Cos 4.03](#).
- (4) Manicure instruments that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.
- (5) Massaging by manicurists is limited to the hand, including the forearm and elbow, and the foot, including the lower leg and knee.

Cos 4.11 Mobile Establishments. In addition to the requirements of this chapter, a mobile establishment shall comply with the following requirements:

- (1) Services shall not be provided unless a mobile establishment is parked, with the engine off, stable, and level.
- (2) All services shall be provided inside the interior of the vehicle or structure.
- (3) Carpeting is permitted only within driving or cab areas.
- (4) All hazardous substances in a mobile establishment shall be stored upright in secured cabinets when the mobile establishment is moving. Regulations in s. [Cos 3.01 \(6\)](#) also apply to a mobile establishment.
- (5) All moving parts, including slide outs and steps, shall be in good working order.

Cos 4.12 Dermaplaning. (1) Estheticians performing dermaplaning shall have completed formal training in dermaplaning that does not impact a skin layer below the stratum corneum consisting of at least 8 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene and sterilization.

- (b) Removal of facial hair.
- (c) Methodology and procedures.
- (d) Treatment contraindications.
- (e) Instrument use and disposal.
- (f) Post depilation treatments.

(2) Estheticians performing dermaplaning shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Use sterilized dermaplaning tools for each patron, in accordance with s. Cos 4.03. Dermaplaning tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.
- (c) Dispose of needles in a puncture resistant container specifically designed for disposal. Full sharps containers shall be disposed of appropriately.

Cos 4.13 Eyelash and eyebrow tinting. (1) EYELASH TINTING. (a) Licensees performing eyelash tinting shall have completed formal training in eyelash tinting consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- 1. Hygiene and sterilization.
- 2. Methodology and procedures.
- 3. Treatment contraindications.
- 4. Instrument use and disposal.

(b) Licensees performing eyelash tinting shall do all of the following:

- 1. Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- 2. Use sterilized eyelash tools for each patron, in accordance with s. Cos 4.03. Eyelash tinting tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.

(2) EYEBROW TINTING. (a) Licensees performing eyebrow tinting shall have completed formal training in eyebrow tinting that does not impact a skin layer below the stratum corneum consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- 1. Hygiene and sterilization.
- 2. Methodology and procedures.
- 3. Treatment contraindications.
- 4. Instrument use and disposal.

(b) Licensees performing eyebrow tinting shall do all of the following:

- 1. Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- 2. Use sterilized eyebrow tinting tools for each patron, in accordance with s. Cos 4.03. Eyebrow tinting tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.

Cos 4.14 Eyelash perming. (1) Licensees performing eyelash perming shall have completed formal training in eyelash tinting consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene and sterilization.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

(2) Licensees performing eyelash perming shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Use sterilized eyelash tools for each patron, in accordance with s. Cos 4.03. Eyelash tinting tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.

Cos 4.15 Microblading. (1) Licensees performing microblading shall have completed formal training in microblading that does not impact a skin layer below the stratum corneum consisting of at least 48 hours in a board

approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene and sterilization.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

(2) Licensees performing microblading shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Use sterilized microblading tools for each patron, in accordance with s. Cos 4.03. Microblading tools that cannot be cleaned and disinfected or sterilized shall be disposed of following each use.
- (c) Dispose of needles in a puncture resistant container specifically designed for disposal. Full sharps containers shall be disposed of appropriately.

Cos 4.16 Utilization of electromagnetic radiation and electric current. (1) Licensees performing electromagnetic radiation or electric current treatments shall have completed formal training in utilization of electromagnetic radiation or electric current that does not impact a skin layer below the stratum corneum consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene, disinfection and decontamination.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

(2) Licensees performing electromagnetic radiation or electric current treatments shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Prior to use, all reusable instruments shall be disinfected.
- (c) Disinfectants used for decontamination shall be changed daily and shall be kept in a covered container.

Cos 4.17 Utilization of thermal energy. (1) Licensees performing thermal energy treatments shall have completed formal training in utilization of thermal energy that does not impact a skin layer below the stratum corneum consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene, disinfection and decontamination.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

(2) Licensees performing thermal energy treatments shall do all of the following:

- (a) Wear disposable protective gloves. These gloves shall be changed between patrons and disposed of after each use. Hands shall be washed after removal of gloves.
- (b) Prior to use, all reusable instruments shall be disinfected.
- (c) Disinfectants used for decontamination shall be changed daily and shall be kept in a covered container.

Cosmetology Examining Board
Rule Projects(updated 4/9/26)

Clearinghouse Rule Number	Scope #	Scope Expiration	Code Chapter Affected	Relating clause/ Summary	Current Stage	Next Step
CR 26-020	101-24	4/14/2027	Cos 1, 2, 4, 5, 6	Education and Approved Formal Training. The Board would like to consider reviewing and updating the education requirements in the Cosmetology code, and consider updating the requirements for approved formal training in chapter Cos 4.	Public Hearing Held at 4/21/26 Meeting	Drafting Final Rule and Legislative Report
Not Assigned Yet	063-25	03/28/2028	Cos 1 to 4	Definitions and Establishment Requirements: The Board would like to review definitions and requirements for the establishment license relating to safety and client protection.	Drafting Rule	Board Review of Preliminary Rule Draft

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Megan Jackson, Chair		2) Date When Request Submitted: 04/15/2026 Items will be considered late if submitted after 4:30 p.m. and less than: <ul style="list-style-type: none"> ▪ 10 work days before the meeting for Medical Board ▪ 14 work days before the meeting for all others 	
3) Name of Board, Committee, Council, Sections: Cosmetology Examining Board			
4) Meeting Date: 04/21/2026	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? Practical Exam Testing Discussion	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes (Fill out Board Appearance Request) <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required:	
10) Describe the issue and action that should be addressed:			
11) Authorization			
Will Johnson		04/15/2026	
Signature of person making this request		Date	
Supervisor (if required)		Date	
Will Johnson		04/15/2026	
Executive Director signature (indicates approval to add post agenda deadline item to agenda)		Date	
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, Provide original documents needing Board Chairperson signature to the Board Admin Specialist prior to the start of a meeting.			