# COSMETOLOGY LICENSURE COMPACT

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ARTICLE 1- PURPOSE

The purpose of this Compact is to facilitate the interstate practice and regulation of Cosmetology with the goal of improving public access to, and the safety of, Cosmetology Services and reducing unnecessary burdens related to Cosmetology licensure. Through this Compact, the member states seek to establish a regulatory framework which provides for a new multistate licensing program. Through this new licensing program, the member states seek to provide increased value and mobility to licensed Cosmetologists in the member states, while ensuring the provision of safe, effective, and reliable services to the public.

This Compact is designed to achieve the following objectives, and the member states hereby ratify the same intentions by subscribing hereto:

A. Provide opportunities for interstate practice by Cosmetologists who meet uniform requirements for multistate licensure;

B. Enhance the abilities of Member States to protect public health and safety, and prevent fraud and unlicensed activity within the profession;

C. Ensure and encourage cooperation between Member States in the licensure and regulation of the Practice of Cosmetology;

D. Support relocating military members and their spouses;

E. Facilitate the exchange of information between Member States related to the licensure, investigation, and discipline of the Practice of Cosmetology;

F. Provide for meaningful dispute resolution while allowing a Remote State to hold a Licensee accountable under the Remote State’s Practice Laws, even where that Licensee holds a Multistate License; and

G. Provide for the licensure and mobility of the workforce in the profession, while addressing the shortage of workers and lessening the associated burdens on the Member States.

ARTICLE 2- DEFINITIONS

As used in this Compact, and except as otherwise provided, the following definitions shall govern the terms herein:

A. “Active Duty Military” means any individual in full-time duty status in the active uniformed service of the United States including members of the National Guard and Reserve.

B. “Adverse Action” means any administrative, civil, equitable, or criminal action permitted by a Member State’s laws which is imposed by a Licensing Authority or other regulatory body against a or Cosmetologist, including actions against an individual’s licensure privilege such as revocation, suspension, probation, monitoring of the Licensee, limitation of the Licensee’s
practice, or any other Encumbrance on licensure affecting an individual’s ability to participate in the Cosmetology industry, including the issuance of a cease and desist order.

C. “Authorization to Practice” means a legal authorization associated with a Multistate License permitting the Practice of Cosmetology in a remote state.

D. “Alternative Program” means a non-disciplinary monitoring or prosecutorial diversion program approved by a Member State’s Licensing Authority.

E. “Background Check” means the submission of information for an applicant for the purpose of obtaining that applicant’s criminal history record information, as further defined in 28 C.F.R. § 20.3(d), from the Federal Bureau of Investigation and the agency responsible for retaining state criminal or disciplinary history in the applicant’s Home State.

F. “Commission” shall refer to the national administrative body whose membership consists of all states that have enacted this Compact, and which is known as the Cosmetology Licensure Compact Commission.

G. “Cosmetologist” means an individual licensed in their Home State to practice Cosmetology.

H. “Cosmetology”, “Cosmetology Services”, and the “Practice of Cosmetology” mean the care and services provided by a Cosmetologist as set forth in the Member State’s statutes and regulations in the State where the services are being provided.

I. “Current Significant Investigative Information” means:

1. Investigative Information that a Licensing Authority, after an inquiry or investigation that complies with a Member State’s due process requirements, has reason to believe is not groundless and, if proved true, would indicate a violation of that State’s laws regarding fraud or the Practice of Cosmetology; or

2. Investigative Information that indicates that a Licensee has engaged in fraud or represents an immediate threat to public health and safety, regardless of whether the Licensee has been notified and had an opportunity to respond.

J. “Data System” means a repository of information about Licensees, including but not limited to license status, Investigative Information, and Adverse Actions.

K. “Disqualifying Event” means any event which shall disqualify an individual from holding a Multistate License under this Compact, which the Commission may by Rule or order specify.

L. “Encumbered License” means a license in which an Adverse Action restricts the Practice of Cosmetology by a Licensee, or where said Adverse Action has been reported to the Commission.
M. “Encumbrance” means a revocation or suspension of, or any limitation on, the full and unrestricted Practice of Cosmetology by a Licensing Authority.

N. “Executive Committee” means a group of commissioners elected or appointed to act on behalf of, and within the powers granted to them by, the Commission.

O. “Home State” means the Member State which is a Licensee’s primary state of residence, and where that Licensee holds an active and unencumbered license to practice Cosmetology.

P. “Investigative Information” means information, records, or documents received or generated by a Licensing Authority pursuant to an investigation or other inquiry.

Q. “Jurisprudence Requirement” means the assessment of an individual’s knowledge of the laws and rules governing the Practice of Cosmetology in a State.

R. “Licensing Authority” means a Member State’s regulatory body responsible for issuing Cosmetology licenses or otherwise overseeing the Practice of Cosmetology in that State.

S. “Licensee” means an individual who currently holds an authorization from a Member State to practice as a Cosmetologist.

T. “Member State” means any State that has adopted this Compact.

U. “Multistate License” means a license to practice as a Cosmetologist in all Member States issued by the Licensing Authority of the Licensee’s Home State pursuant to this Compact.

V. “Remote State” means any Member State, other than the Licensee’s Home State.

W. “Rule” means any rule or regulation promulgated by the Commission under this Compact which has the force of law.

X. “Single-State License” means a Cosmetology license issued by a Member State that authorizes practice of Cosmetology only within the issuing state and does not include any authorization outside of the issuing state.

Y. “State” means a state, territory, or possession of the United States and the District of Columbia.

Z. “State Practice Laws” means a Member State’s laws, rules, and regulations that govern the Practice of Cosmetology, define the scope of such practice, and create the methods and grounds for imposing discipline.

ARTICLE 3- MEMBER STATE REQUIREMENTS
A. To be eligible to join this Compact, and to maintain eligibility as a Member State, a State must:

1. License and regulate Cosmetology;

2. Have a mechanism or entity in place to receive and investigate complaints about Licensees practicing in that state;

3. Require that Licensees within the State pass a competency examination prior to being licensed to provide Cosmetology Services to the public in that State;

4. Require that Licensees satisfy educational or training requirements prior to being licensed to provide Cosmetology Services to the public in that State;

5. Implement procedures for considering one or more of the following categories of information from applicants for licensure: criminal history; disciplinary history; or Background Check. Such procedures may include the submission of information by applicants for the purpose of obtaining an applicant’s Background Check as defined herein;

6. Participate in the Data System, including through the use of unique identifying numbers;

7. Share information related to disciplinary actions with the Commission and other Member States, both through the Data System and otherwise;

8. Notify the Commission and other Member States, in compliance with the terms of the Compact and Rules of the Commission, of any Current Significant Investigative Information in the State’s possession regarding a Licensee practicing in that State;

9. Comply with such Rules as may be enacted by the Commission to administer the Compact; and

10. Accept Licensees from other Member States as established herein.

B. Member States may charge a fee for granting a license to practice Cosmetology.

C. Individuals not residing in a Member State shall continue to be able to apply for a Member State’s Single-State License as provided under the laws of each Member State. However, the Single-State License granted to these individuals shall not be recognized as granting a Multistate License to provide services in any other Member State.

D. Nothing in this Compact shall affect the requirements established by a Member State for the issuance of a Single-State License.
E. A Multistate License issued to a Licensee by a Home State to a resident of that State shall be recognized by each Member State as authorizing a Licensee to practice Cosmetology in each Member State.

F. At no point shall the Commission have the power to define the educational or professional requirements for a license to practice Cosmetology. The Member States shall retain sole jurisdiction over the provision of these requirements.

ARTICLE 4- MULTISTATE LICENSE PROGRAM

A. A Licensee who holds an active and unencumbered license to practice Cosmetology in their Home State shall be entitled to apply to their Home State’s Licensing Authority for a Multistate License.

B. Upon the receipt of an application for a Multistate License for Cosmetology, according to the Rules of the Commission, a Member State’s Licensing Authority shall ascertain whether the applicant meets the requirements for a Multistate License under this Compact using any and all information available to the Licensing Authority, including, but not limited to, information uploaded to the Data System by the applicant’s Home State.

C. If an applicant meets the requirements for a Multistate License under this Compact and any Rules of the Commission, the Licensing Authority in receipt of the application shall, within a reasonable time, grant a Multistate License to that applicant, and inform all Member States of the grant of said Multistate License.

D. A Multistate License to practice Cosmetology issued by a Member State’s Licensing Authority shall be recognized by each Member State as authorizing the practice thereof as though that Licensee held a Single-State License to do so in each Member State, subject to the restrictions herein.

E. A Multistate License granted pursuant to this Compact may be effective for a definite period of time, concurrent with renewal of the Home State License.

F. To qualify for a Multistate License under this Compact, and to maintain eligibility for such a license, an applicant must:

1. Hold an active, unencumbered license in the applicant’s Home State;

2. Be assigned and maintain a unique identifying number, according to the Rules of the Commission;

3. Agree to abide by the rules and requirements of the Licensing Authority, and the State Practice Laws, of any Member State in which the applicant provides services;
4. Pay all required fees related to the application and certification process, and any other fees which the Commission may by Rule require; and

5. Comply with any and all other requirements regarding Multistate Licenses which the Commission may by Rule provide.

G. A Licensee providing services in a Member State must comply with the State Practice Laws of the State in which the services are provided, and all other applicable laws of that State.

H. The Practice of Cosmetology under a Multistate License granted pursuant to this Compact will subject the Licensee to the jurisdiction of the Licensing Authority, the courts, and the laws of the Member State in which the Cosmetology Services are provided.

ARTICLE 5- OBTAINING A NEW HOME STATE LICENSE UNDER THE MULTISTATE LICENSE

A. Under the Multistate Licensure Program in Article 4, a Licensee may hold a Home State License in only one Member State at any given time.

B. If a Licensee changes their Primary State of Residence by moving between two Member States:

1. The Licensee shall file an application for obtaining a new Home State License under the Multistate Licensure Program pursuant to Article 4, pay all applicable fees, and notify the current and new Home States in accordance with the Rules of the Commission.

2. Upon receipt of an application for obtaining a new Home State License under the Multistate Licensure Program, the new Home State shall verify that the Licensee meets the criteria outlined in Article 4 via the Data System, without the need for primary source verification.

3. If required for initial licensure in that State, a Member State may require an additional Background Check as specified in the laws of that State, or the compliance with any Jurisprudence Requirements of the new Home State.

4. A Licensee may hold a Multistate License, as issued by their Home State, in only one Member State at a time.

5. If a Licensee holding a Multistate License changes their primary state of residence by moving between two Member States, the Licensee shall apply for licensure in the new Home State, and the Multistate License issued by the prior Home State will be deactivated in accordance with the applicable Rules adopted by the Commission.
6. Notwithstanding any other provision of this Compact, if a Licensee cannot meet the
criteria set out in Article 4, then the new Home State shall use the applicable
requirements for a Single-State License in that State.

7. A Licensee shall pay all applicable fees to the new Home State in order to be issued a
new Home State license.

C. If a Licensee changes their Primary State of Residence by moving from a Member State to a
non-Member State, or from a non-Member State to a Member State, then the State criteria
shall apply for the issuance of a Single-State License in the new Home State.

D. Nothing in this Compact shall interfere with a Licensee’s ability to hold a Single-State
License in multiple States; however, for the purposes of this Compact, a Licensee shall have
only one Home State, and only one Multistate License.

E. Nothing in this Compact shall interfere with the requirements established by a Member State
for the issuance of a Single-State License.

ARTICLE 6- AUTHORITY OF THE COMPACT COMMISSION AND MEMBER
STATE LICENSING AUTHORITIES

A. Nothing in this Compact, nor any Rule or regulation of the Commission, shall be construed
to limit, restrict, or in any way reduce the ability of a Member State to enact and enforce
laws, regulations, or other rules related to the Practice of Cosmetology in that State, where
those laws, regulations, or other rules are not inconsistent with the provisions of this
Compact.

B. Insofar as practical, a Member State’s Licensing Authority shall cooperate with the
Commission and with each entity exercising independent regulatory authority over the
Practice of Cosmetology according to the provisions of this Compact.

C. Licensees operating in a Member State under a Multistate License shall be subject to both the
Rules and requirements of the Commission and those of the Member State in which
Cosmetology Services are being provided.

D. An Adverse Action by a Member State’s Licensing Authority against a Licensee shall in no
way limit another Member State’s authority to grant a Single-State License to that Licensee,
or to regulate such Single-State Licenses.

E. Discipline shall be the sole responsibility of the State in which Cosmetology Services are
provided. Accordingly, each Member State’s Licensing Authority shall be responsible for
receiving complaints about individuals practicing Cosmetology in that State, and for
communicating all relevant Investigative Information about any such Adverse Action to the
other Member States through the Data System in addition to any other methods the Commission may by Rule require.

ARTICLE 7 - ADVERSE ACTIONS

A. A Licensee’s Home State shall have exclusive power to impose an Adverse Action against Licensee’s Multistate License issued by the Home State.

B. In addition to the powers conferred by state law, each Member State’s Licensing Authority shall have the power to:

1. Take Adverse Action against a Licensee’s Authorization to Practice Cosmetology through the Multistate License in the Member State, provided that:
   a. Only the Licensee’s Home State shall have the power to take Adverse Action against the license issued by the Home State; and
   b. For the purposes of taking Adverse Action, the Home State’s Licensing Authority shall give the same priority and effect to reported conduct received from a Remote State as it would if such conduct had occurred within the Home State. In so doing, the Home State shall apply its own state laws to determine the appropriate action.

2. Issue cease and desist orders or impose an Encumbrance on a Licensee’s Authorization to Practice within that Member State.

3. Complete any pending investigations of a Licensee who changes their Primary State of Residence during the course of such an investigation. The Licensing Authority shall also be empowered to report the results of such an investigation to the Commission through the Data System as described herein.

4. Issue subpoenas for both hearings and investigations that require the attendance and testimony of witnesses, as well as the production of evidence. Subpoenas issued by a Licensing Authority in a Member State for the attendance and testimony of witnesses or the production of evidence from another Member State shall be enforced in the latter state by any court of competent jurisdiction, according to the practice and procedure of that court applicable to subpoenas issued in proceedings before it. The issuing Licensing Authority shall pay any witness fees, travel expenses, mileage, and other fees required by the service statutes of the State in which the witnesses or evidence are located.

5. If otherwise permitted by state law, recover from the affected Licensee the costs of investigations and disposition of cases resulting from any Adverse Action taken against that Licensee.

6. Take Adverse Action based on the factual findings of a Remote State, provided that the Licensing Authority follows its own procedures for taking such Adverse Action.
C. A Licensee’s Home State shall complete any pending investigation(s) of a Cosmetologist who changes their Primary State of Residence during the course of the investigation(s). The Home State, shall also have the authority to take appropriate action(s) and shall promptly report the conclusions of the investigations to the Data System.

D. If an Adverse Action is taken by the Home State against Licensee’s Multistate License, the Licensee’s Authorization to Practice in all other Member States shall be deactivated until all Encumbrances have been removed from the Home State license. All Home State disciplinary orders that impose an Adverse Action against a Licensee’s Multistate License shall include a statement that the Cosmetologist’s Authorization to Practice is deactivated in all Member States during the pendency of the order.

E. Nothing in this Compact shall override a Member State’s authority to accept a Licensee’s participation in an Alternative Program in lieu of Adverse Action. A Licensee’s Multistate License shall be suspended for the duration of the Licensee’s participation in any Alternative Program.

ARTICLE 8- ACTIVE DUTY MILITARY AND THEIR SPOUSES

Active Duty Military personnel, or their spouses, shall designate a Home State where the individual has a current license in good standing. The individual may retain their Home State designation during any period of service when that individual is on active duty assignment.

ARTICLE 9- ESTABLISHMENT OF THE COSMETOLOGY LICENSURE COMPACT COMMISSION

A. The Compact Member States hereby create and establish a joint government agency whose membership consists of all member states that have enacted the compact known as the Cosmetology Compact Commission. The Commission is an instrumentality of the Compact States acting jointly and not an instrumentality of any one state.

B. Membership, Voting, and Meetings

1. Each Member State shall have and be limited to one (1) delegate selected by that Member State’s State Licensing Authority.

2. The delegate shall be an administrator of the Licensing Authority of the Member State or their designee.

3. The Commission shall by Rule or bylaw establish a term of office for delegates and may by Rule or bylaw establish term limits.

4. The Commission may recommend removal or suspension any delegate from office.

5. A Member State’s State Licensing Authority shall fill any vacancy of its delegate occurring on the Commission within 60 days of the vacancy.

6. Each delegate shall be entitled to one vote on all matters before the Commission.
requiring a vote by Commission delegates.

7. A delegate shall vote in person or by such other means as provided in the bylaws. The bylaws may provide for delegates to meet by telecommunication, videoconference, or other means of communication.

8. The Commission shall meet at least once during each calendar year. Additional meetings may be held as set forth in the bylaws. The Commission may meet by telecommunication, video conference or other similar electronic means.

C. The Commission shall have the following powers:

1. Establish the fiscal year of the Commission;
2. Establish code of conduct and conflict of interest policies;
3. Establish and amend Rules and bylaws;
4. Maintain its financial records in accordance with the bylaws;
5. Meet and take such actions as are consistent with the provisions of this Compact, the Commission’s Rules, and the bylaws;
6. Initiate and conclude legal proceedings or actions in the name of the Commission, provided that the standing of any State Licensing Board to sue or be sued under applicable law shall not be affected;
7. Purchase and maintain insurance and bonds;
8. Borrow, accept, or contract for services of personnel, including, but not limited to, employees of a Member State;
9. Conduct an annual financial review
10. Hire employees, elect or appoint officers, fix compensation, define duties, grant such individuals appropriate authority to carry out the purposes of the Compact, and establish the Commission’s personnel policies and programs relating to conflicts of interest, qualifications of personnel, and other related personnel matters;
11. Assess and collect fees;
12. Accept any and all appropriate gifts, donations, grants of money, other sources of revenue, equipment, supplies, materials, and services, and to receive, utilize, and dispose of the same; provided that at all times the Commission shall avoid any appearance of impropriety or conflict of interest;
13. Lease, purchase, retain, own, hold, improve, or use any property, real, personal, or mixed, or any undivided interest therein;
14. Sell, convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property real, personal, or mixed;

15. Establish a budget and make expenditures;

16. Borrow money;

17. Appoint committees, including standing committees, composed of members, State regulators, State legislators or their representatives, and consumer representatives, and such other interested persons as may be designated in this Compact and the bylaws;

18. Provide and receive information from, and cooperate with, law enforcement agencies;

19. Establish and elect an Executive Committee, including a chair and a vice chair;

20. Determine whether a State’s adopted language is materially different from the model compact language such that the State would not qualify for participation in the Compact; and

21. Perform such other functions as may be necessary or appropriate to achieve the purposes of this Compact.

D. The Executive Committee

1. The Executive Committee shall have the power to act on behalf of the Commission according to the terms of this Compact. The powers, duties, and responsibilities of the Executive Committee shall include:

a. Oversee the day-to-day activities of the administration of the compact including enforcement and compliance with the provisions of the compact, its Rules and bylaws, and other such duties as deemed necessary;

b. Recommend to the Commission changes to the Rules or bylaws, changes to this Compact legislation, fees charged to Compact Member States, fees charged to licensees, and other fees;

c. Ensure Compact administration services are appropriately provided, including by contract;

d. Prepare and recommend the budget;

e. Maintain financial records on behalf of the Commission;

f. Monitor Compact compliance of Member States and provide compliance reports to the Commission;

g. Establish additional committees as necessary;
h. Exercise the powers and duties of the Commission during the interim between Commission meetings, except for adopting or amending Rules, adopting or amending bylaws, and exercising any other powers and duties expressly reserved to the Commission by Rule or bylaw; and

i. Other duties as provided in the Rules or bylaws of the Commission.

2. The Executive Committee shall be composed of seven members:
   a. The chair and vice chair of the Commission shall be voting members of the Executive Committee; and
   b. The Commission shall elect seven voting members from the current membership of the Commission.
   c. The Commission may elect ex-officio, nonvoting members from a recognized national Cosmetology professional association as approved by the Commission. The Commission’s bylaws shall identify qualifying organizations and the manner of appointment if the number of organizations seeking to appoint an ex officio member exceeds the number of members specified in this section.

3. The Commission may remove any member of the Executive Committee as provided in the Commission’s bylaws.

4. The Executive Committee shall meet at least annually.
   a. Executive Committee meetings shall be open to the public, except that the Executive Committee may meet in a closed, non-public meeting as provided in subsection E.2 below.
   b. The Executive Committee shall give ten days’ notice of its meetings, posted on its website and as determined to provide notice to persons with an interest in the business of the Commission.
   c. The Executive Committee may hold a special meeting in accordance with subsection E.1.b below.

E. The Commission shall adopt and provide to the Member States an annual report.

F. Meetings of the Commission

1. All meetings shall be open to the public, except that the Commission may meet in a closed, non-public meeting as provided in subsection F.2 below.
   a. Public notice for all meetings of the full Commission of meetings shall be given in the same manner as required under the Rulemaking provisions in Section 11, except that the Commission may hold a special meeting as provided in subsection F.1.b below.
b. The Commission may hold a special meeting when it must meet to conduct emergency business by giving [24, 48, or other] hours’ notice to all commissioners, on the Commission’s website, and other means as provided in the Commission’s rules. The Commission’s legal counsel shall certify that the Commission’s need to meet qualifies as an emergency.

2. The Commission or the Executive Committee or other committees of the Commission may convene in a closed, non-public meeting for the Commission or Executive Committee or other committees of the Commission to receive legal advice or to discuss:
   a. Non-compliance of a Member State with its obligations under the Compact;
   b. The employment, compensation, discipline or other matters, practices or procedures related to specific employees;
   c. Current or threatened discipline of a Licensee or by the Commission or by a Member State’s Licensing Board;
   d. Current, threatened, or reasonably anticipated litigation;
   e. Negotiation of contracts for the purchase, lease, or sale of goods, services, or real estate;
   f. Accusing any person of a crime or formally censuring any person;
   g. Trade secrets or commercial or financial information that is privileged or confidential;
   h. Information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy;
   i. Investigative records compiled for law enforcement purposes;
   j. Information related to any investigative reports prepared by or on behalf of or for use of the Commission or other committee charged with responsibility of investigation or determination of compliance issues pursuant to the Compact;
   k. Matters specifically exempted from disclosure by federal or Member State law; or
   l. Other matters as promulgated by the Commission by Rule.

3. If a meeting, or portion of a meeting, is closed, the presiding officer shall state that the meeting will be closed and reference each relevant exempting provision, and such reference shall be recorded in the minutes.

4. The Commission shall keep minutes that fully and clearly describe all matters discussed in a meeting and shall provide a full and accurate summary of actions taken, and the
reasons therefore, including a description of the views expressed. All documents
considered in connection with an action shall be identified in such minutes. All minutes
and documents of a closed meeting shall remain under seal, subject to release only by a
majority vote of the Commission or order of a court of competent jurisdiction.

G. Financing of the Commission

1. The Commission shall pay, or provide for the payment of, the reasonable expenses of its
   establishment, organization, and ongoing activities.

2. The Commission may accept any and all appropriate revenue sources as provided in
   C(12).

3. The Commission may levy on and collect an annual assessment from each Member State
   and impose fees on licensees of Member States to whom it grants a Multistate License to
   cover the cost of the operations and activities of the Commission and its staff, which must
   be in a total amount sufficient to cover its annual budget as approved each year for which
   revenue is not provided by other sources. The aggregate annual assessment amount for
   Member States shall be allocated based upon a formula that the Commission shall
   promulgate by Rule.

4. The Commission shall not incur obligations of any kind prior to securing the funds
   adequate to meet the same; nor shall the Commission pledge the credit of any of the
   Member States, except by and with the authority of the Member State.

5. The Commission shall keep accurate accounts of all receipts and disbursements. The
   receipts and disbursements of the Commission shall be subject to the financial review and
   accounting procedures established under its bylaws. However, all receipts and
   disbursements of funds handled by the Commission shall be subject to an annual
   financial review by a certified or licensed public accountant, and the report of the
   financial review shall be included in and become part of the annual report of the
   Commission.

H. Qualified Immunity, Defense, and Indemnification

1. The members, officers, executive director, employees and representatives of the
   Commission shall be immune from suit and liability, both personally and in their official
   capacity, for any claim for damage to or loss of property or personal injury or other civil
   liability caused by or arising out of any actual or alleged act, error, or omission that
   occurred, or that the person against whom the claim is made had a reasonable basis for
   believing occurred within the scope of Commission employment, duties or
   responsibilities; provided that nothing in this paragraph shall be construed to protect any
such person from suit or liability for any damage, loss, injury, or liability caused by the intentional or willful or wanton misconduct of that person. The procurement of insurance of any type by the Commission shall not in any way compromise or limit the immunity granted hereunder.

2. The Commission shall defend any member, officer, executive director, employee, and representative of the Commission in any civil action seeking to impose liability arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or as determined by the commission that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided that nothing herein shall be construed to prohibit that person from retaining their own counsel at their own expense; and provided further, that the actual or alleged act, error, or omission did not result from that person’s intentional or willful or wanton misconduct.

3. The Commission shall indemnify and hold harmless any member, officer, executive director, employee, and representative of the Commission for the amount of any settlement or judgment obtained against that person arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from the intentional or willful or wanton misconduct of that person.

4. Nothing herein shall be construed as a limitation on the liability of any licensee for professional malpractice or misconduct, which shall be governed solely by any other applicable state laws.

5. Nothing in this Compact shall be interpreted to waive or otherwise abrogate a Member State’s state action immunity or state action affirmative defense with respect to antitrust claims under the Sherman Act, Clayton Act, or any other state or federal antitrust or anticompetitive law or regulation.

6. Nothing in this Compact shall be construed to be a waiver of sovereign immunity by the Member States or by the Commission.

ARTICLE 10- DATA SYSTEM

A. The Commission shall provide for the development, maintenance, operation, and utilization
of a coordinated database and reporting system containing licensure, Adverse Action, and the presence of Current Significant Investigative Information on all licensed individuals in Member States.

B. Notwithstanding any other provision of State law to the contrary, a Member State shall submit a uniform data set to the Data System on all individuals to whom this Compact is applicable as required by the Rules of the Commission, including:

1. Identifying information;
2. Licensure data;
3. Adverse Actions against a license or Privilege to Practice [and information related thereto];
4. Non-confidential information related to Alternative Program participation, the beginning and ending dates of such participation, and other information related to such participation not made confidential under Member State law;
5. Any denial of application for licensure, and the reason(s) for such denial;
6. The presence of Current Significant Investigative Information; and
7. Other information that may facilitate the administration of this Compact or the protection of the public, as determined by the Rules of the Commission.

C. The information contained in the data system shall be considered authentic and not hearsay in any civil action involving the Commission when accompanied by a certification by the Commission’s data system manager concerning the authenticity of the data.

D. Current Significant Investigative Information and Investigative Information pertaining to a Licensee in any Member State will only be available to other Member States.

E. It is the responsibility of the Member States to report any Adverse Action against a Licensee. Adverse Action information pertaining to a Licensee in any Member State will be available to any other Member State.

F. Member States contributing information to the Data System may designate information that may not be shared with the public without the express permission of the contributing State.

G. Any information submitted to the Data System that is subsequently expunged pursuant to federal law or the laws of the Member State contributing the information shall be removed from the Data System.

ARTICLE 11- RULEMAKING
A. The Commission shall promulgate reasonable Rules in order to effectively and efficiently implement and administer the purposes and provisions of the Compact. In addition to any other applicable standard of review, in the event a court of competent jurisdiction holds that the Commission exercised its Rulemaking authority in a manner that is beyond the scope of the purposes of the Compact, or the powers granted hereunder, then such an action by the Commission shall be invalid and have no force or effect.

B. The Rules of the Commission shall have the force of law in each Member State, provided however that where the Rules of the Commission conflict with the State Practice Laws of a Member State as held by a court of competent jurisdiction, the Rules of the Commission shall be ineffective in that State to the extent of the conflict.

C. The Commission shall exercise its Rulemaking powers pursuant to the criteria set forth in this Section and the Rules adopted thereunder. Rules and amendments shall become binding as of the date specified in each Rule or amendment.

D. If a majority of the legislatures of the Member States rejects a Rule or portion of a Rule, by enactment of a statute or resolution in the same manner used to adopt the Compact within four (4) years of the date of adoption of the Rule, then such Rule shall have no further force and effect in any Member State.

E. Rules or amendments to the Rules shall be adopted at a regular or special meeting of the Commission.

F. Prior to adoption of a proposed Rule, the Commission shall hold a public hearing and allow persons to give oral testimony and submit written data, facts, opinions, and arguments.

G. Prior to adoption of a proposed Rule by the Commission, and at least thirty (30) days in advance of the meeting at which the Commission will hold a public hearing on the proposed Rule, the Commission shall provide a Notice of Proposed Rulemaking:
   1. On the website of the Commission or other publicly accessible platform;
   2. To persons who have requested notice of the Commission’s notices of proposed rulemaking, and
   3. In such other way(s) as the Commission may by Rule specify.

H. The Notice of Proposed Rulemaking shall include:
   1. The time, date, and location of the public hearing at which the Commission will hear testimony on the proposed Rule and, if different, the time, date, and location of the meeting where the Commission will consider and vote on the proposed Rule;
   2. If the hearing is held via telecommunication, video conference, or other electronic means,
the Commission shall include the mechanism for access to the hearing in the Notice of
Proposed Rulemaking;

3. The text of the proposed Rule and the reason therefor;

4. A request for comments on the proposed Rule from any interested person; and

5. The manner in which interested persons may submit written comments.

I. Prior to adoption of a proposed Rule, the Commission shall allow persons to submit written
data, facts, opinions, and arguments, which shall be made available to the public.

J. The Commission shall grant an opportunity for a public hearing before it adopts a Rule or
amendment if a hearing is requested by:

1. At least twenty-five (25) persons;

2. A State or federal governmental subdivision or agency; or

3. An association or organization having at least twenty-five (25) members.

K. If a hearing is held on the proposed Rule or amendment, the Commission shall publish the
place, time, and date of the scheduled public hearing. If the hearing is held via electronic
means, the Commission shall publish the mechanism for access to the electronic hearing.

1. All persons wishing to be heard at the hearing shall notify the executive director of the
Commission or other designated member in writing of their desire to appear and testify at
the hearing not less than five (5) business days before the scheduled date of the hearing.

2. Hearings shall be conducted in a manner providing each person who wishes to comment
a fair and reasonable opportunity to commend orally or in writing.

3. All hearings will be recorded. A copy of the recording will be made available on request.

4. Nothing in this section shall be construed as requiring a separate hearing on each Rule.
Rules may be grouped for the convenience of the Commission at hearings required by
this section.

L. Following the scheduled hearing date, or by the close of business on the scheduled hearing
date if the hearing was not held, the Commission shall consider all written and oral
comments received.

M. If no written notice of intent to attend the public hearing by interested parties is received, the
Commission may proceed with promulgation of the proposed Rule without a public hearing.
N. The Commission shall, by majority vote of all members, take final action on the proposed Rule and shall determine the effective date of the Rule, if any, based on the Rulemaking record and the full text of the Rule.

O. Upon determination that an emergency exists, the Commission may consider and adopt an emergency Rule without prior notice, opportunity for comment, or hearing, provided that the usual Rulemaking procedures provided in the Compact and in this Article shall be retroactively applied to the Rule as soon as reasonably possible, in no event later than ninety (90) days after the effective date of the Rule. For the purposes of this provision, an emergency Rule is one that must be adopted immediately in order to:

1. Meet an imminent threat to public health, safety, or welfare;
2. Prevent a loss of Commission or Member State funds;
3. Meet a deadline for the promulgation of an administrative Rule that is established by federal law or Rule; or
4. Protect public health and safety.

P. The Commission or authorized committee of the Commission may direct revisions to a previously adopted Rule or amendment for purposes of correcting typographical errors, errors in format, errors in consistency, or grammatical errors. Public notice of any revisions shall be posted on the website of the Commission. The revision shall be subject to challenge by any person for a period of thirty (30) days after posting. The revision may be challenged only on grounds that the revision results in a material change to a Rule. A challenge shall be made in writing and delivered to the chair of the Commission prior to the end of the notice period. If not challenge is made, the revision will take effect without further action. If the revision is challenged, the revision may not take effect with the approval of the Commission.

ARTICLE 12- OVERSIGHT, DISPUTE RESOLUTION, AND ENFORCEMENT

A. Oversight

1. The executive, legislative, and judicial branches of State government in each Member State shall enforce this Compact and take all actions necessary and appropriate to effectuate the Compact’s purposes and intent. The provisions of this Compact and the Rules promulgated hereunder shall have standing as statutory law.

2. All courts shall take judicial notice of the Compact and the Rules in any judicial or administrative proceeding in a Member State pertaining to the subject matter of this Compact which may affect the powers, responsibilities, or actions of the Commission.

3. The Commission shall be entitled to receive service of process in any such proceeding, and shall have standing to intervene in such a proceeding for all purposes. Failure to
provide service of process to the Commission shall render a judgment or order void as to
the Commission, this Compact, or promulgated Rules.

B. Default, Technical Assistance, and Termination

1. If the Commission determines that a Member State has defaulted in the performance of
   its obligations or responsibilities under this Compact or the promulgated Rules, the
   Commission shall:
   
a. Provide written notice to the defaulting State and other Member States of the nature
      of the default, the proposed means or curing the default and any other action to be
      taken by the Commission; and
   
b. Provide remedial training and specific technical assistance regarding the default.

2. If a State in default fails to cure the default, the defaulting State may be terminated from
   this Compact upon an affirmative vote of a majority of the Member States, and all rights,
   privileges and benefits conferred by this Compact may be terminated on the effective
   date of termination. A cure of the default does not relieve the offending State of
   obligations or liabilities incurred during the period of default.

3. Termination of membership in the Compact shall be imposed only after all other means
   of securing compliance have been exhausted. Notice of intent to suspend or terminate
   shall be given by the Commission to the governor, the majority and minority leaders of
   the defaulting State’s legislature, and each of the Member States.

4. A State that has been terminated is responsible for all assessments, obligations, and
   liabilities incurred through the effective date of termination, including obligations that
   extend beyond the effective date of termination.

5. The Commission shall not bear any costs related to a State that is found to be in default or
   that has been terminated from the Compact, unless agreed upon in writing between the
   Commission and the defaulting State.

6. The defaulting State may appeal the action of the Commission by petitioning the U.S.
   District Court for the District of Columbia or the federal district where the Commission
   has its principal offices. The prevailing member shall be awarded all costs of such
   litigation, including attorney’s fees.

C. Dispute Resolution

1. Upon request by a Member State, the Commission shall attempt to resolve disputes
   related to the Compact that arise among Member States and between member and non-
   member States.
2. The Commission shall promulgate a Rule providing for both mediation and binding
dispute resolution for disputes as appropriate.

D. Enforcement

1. The Commission, in the reasonable exercise of its discretion, shall enforce the provisions
and Rules of this Compact.

2. By majority vote, the Commission may initiate legal action in the United States District
Court for the District of Columbia or the federal district where the Commission has its
principal offices against a Member State in default to enforce compliance with the
provisions of the Compact and its promulgated Rules and bylaws. The relief sought may
include both injunctive relief and damages. In the event judicial enforcement is
necessary, the prevailing member shall be awarded costs of such litigation, including
attorney’s fees.

3. The remedies herein shall not be the exclusive remedies of the Commission. The
Commission may pursue any other remedies available under federal or State law.

ARTICLE 13- DATE OF IMPLEMENTATION OF THE COSMETOLOGY
LICENSURE COMPACT COMMISSION AND ASSOCIATED RULES,
WITHDRAWAL, AND AMENDMENT

A. The Compact shall come into effect on the date on which the Compact statute is enacted into
law in the tenth Member State. The provisions, which become effective at that time, shall be
limited to the powers granted to the Commission relating to assembly and the promulgation
or Rules. Thereafter, the Commission shall meet and exercise Rulemaking powers necessary
to the implementation and administration of this Compact.

B. Any State that joins the Compact subsequent to the Commission’s initial adoption of the
Rules shall be subject to the Rules as they exist on the date on which the Compact becomes
law in that State. Any Rule that has been previously adopted by the Commission shall have
the full force and effect of law on the day the Compact becomes law in that State.

C. Any Member State may withdraw from this Compact by enacting a statute repealing the
same.

1. A Member State’s withdrawal shall not take effect until six (6) months after the
enactment of the repealing statute.

2. Withdrawal shall not affect the continuing requirement of the withdrawing State’s
Licensing Authority to comply with the investigative and Adverse Action reporting
requirements of this Compact prior to the effective date of withdrawal.
D. Nothing contained in this Compact shall be construed to invalidate or prevent any Cosmetology licensure agreement or other cooperative agreement between a Member State and a non-member State that does not conflict with the provisions of this Compact.

E. This Compact may be amended by the Member States. No amendment to this Compact shall become effective and binding upon any Member State until it is enacted into the laws of all Member States.

ARTICLE 14- CONSTRUCTION AND SEVERABILITY

This Compact shall be liberally construed so as to effectuate the purposes thereof. The provisions of this Compact shall be severable and if any phrase, clause, sentence, or provision of this Compact is declared to be contrary to the constitution of any Member State or of the United States or the applicability thereof to any government, agency, person, or circumstance is held invalid, the validity of the remainder of this Compact and the applicability thereof to any government, agency, person, or circumstance shall not be affected thereby. If this Compact shall be held contrary to the constitution of any Member State, the Compact shall remain in full force and effect as to the remaining Member States and in full force and effect as to the Member State affected as to all severable matters.

ARTICLE 15- BINDING EFFECT OF COMPACT AND OTHER LAWS

A. A Licensee providing Cosmetology Services in a Remote State under a Multistate License shall function within the laws and regulations of the Remote State.

B. Nothing herein prevents the enforcement of any other law of a Member State that is not inconsistent with this Compact.

C. Any laws in a Member State in conflict with this Compact are superseded to the extent of the conflict.

D. Any lawful actions by the Commission, including all Rules and bylaws promulgated by the Commission, are binding upon the Member States.

E. All agreements between the Commission and the Member States are binding in accordance with their terms.

F. In the event any provision of the Compact exceeds the constitutional limits imposed on the legislature of any Member State, the provision shall be ineffective to the extent of the conflict with the constitutional provision in question in that Member State.