
***State of Louisiana Board of Barber Examiners
Board Meeting Minutes June 10, 2018
Board Office Conference Room, Baton Rouge, Louisiana***

Board President Rebecca Villeneuve called the meeting to order at 2:10 p.m. Present were Board Vice President Alton Broussard, Board Members Kedrian Landrew, Gina Moreau, Cory Dawsey, and Executive Director Latrice Matthews. Also present, Shawn Brayton, President UFCW Local 496, Mark Villeneuve, UFCW Local 496

Board President Rebecca Villeneuve presented the minutes of March 18, 2018.

M/Landrew, 2nd/Broussard to approve the minutes as presented. Mc

Board President Rebecca Villeneuve called for a motion to suspend the regular order of business to hear New Business Agenda Item A.

M/Landrew, 2nd/Broussard to suspend the regular order of business. Mc

Board President Rebecca Villeneuve called to hear New Business Agenda Item A - Barber Programs in Prisons. Guest present to propose this program was James Windom of the Capital Area Re Entry Coalition, Judge Trudy White, Criminal Division Nineteenth Judicial District Court, and Willie Payne, Barber/Barber Instructor. Judge Trudy White explained her passion for offenders and ex offenders and her beliefs that some should be given a second chance and be allowed to come out and be self sufficient. Judge White detailed having met with the Louisiana Department of Corrections and having the support of Secretary Leblanc, the Department of Corrections Education Director, and others, along with Justice Bernette Johnson of the Louisiana Supreme Court and many partners. Judge White offered to answer any questions regarding creating a barber like program where offenders can get their schooling while in custody and when they get out, they can be barbers. Judge White asked for the board's support and expressed the desire to know everything that would be required to put out barbers that would be skilled and at the top of their game to succeed.

James Windom of the Capital Area Re Entry Coalition spoke of recent legislation and today's different environment where now they are looking for ways that individuals that are released can have skills training to limit their chances of re offending. When they walk out with skills, they have an opportunity to have not just an idea of a career, but an actual career and can build an actual business where they can hire other individuals. Mr. Windom explained that the Coalition's goal is to offer them the tools, based on questions and parameters, to indicate the most appropriate training between the community and that individual that will cause that person not to recidivate. Mr. Windom expressed that this cooperation with the Barber Board will lay the

foundation and the framework for cooperation with other boards. This will be the first of many conversations with the Barber Board to improve this project and make sure they are making all the right steps and right decisions.

Barber/Barber Instructor Willie Payne explained that before he came on board, he was asked to have a clear understanding of what was going on, so he visited Angola. Mr. Payne spoke of the all the welding, auto mechanic, and other programs there and how those students spoke of how those programs helped them. Mr. Payne says that as a school owner, he gets convicted felons that come in all the time that want to go to barber school but there is no funds out there for them, and convicted felons can't get a job or food stamps. But if they come out with the training, they can be good to go. Mr. Payne explained the community is behind such a program and would be willing to help train at no costs and have offered to donate equipment. Willie Payne says the Cosmetology board has already committed themselves to be on board. Mr. Payne says the plan is for him to go in and train the barbers and cosmetologist that are already incarcerated and teach them to teach the others, although he may be teaching himself out of a job. Mr. Payne says DOC Secretary Leblanc knows of spaces where the inmates are cutting hair whether legally or illegally, but they are building new facilities and would like to go ahead and put what is needed or required in the new facility with the board's blessing. Payne says Secretary Leblanc already has a commitment from the Cosmetology board but does not have the Barber Board and wants that before he goes further and go back to his board saying he can proceed with getting this amount of space and this equipment for the barbering.

Judge Trudy White explained that the preferred way the Department of Corrections wants to do it is like a pilot program where they identify individuals who may already have the skill and bring them up to instructors in which they can do the teaching so the state doesn't have to come up with the money to pay somebody. Judge White says they will have to adapt a training room, or may have to get a T-Building to at least have what has to be done and meet the qualifications as they are to go forward with allowing the training of instructors. Judge White explained not knowing much about all of the requirements but is very excited about the possibilities.

Board Vice President Alton Broussard commended Judge Trudy White, whose job it is to send people to prison, for being here today trying to help those same people. Vice President Broussard explained that the 5 member Barber Board is appointed by the Governor's Office and is a self sustaining agency who only receives money through its licenses and fines. He explained that a group of white barbers in Opelousas came to him and asked if he wanted to be on the board, who in turn gave his name to Shawn Brayton of the Barber Union. Vice President Broussard acknowledged that Ms. Shawn Brayton was in the room today.

Executive Director Latrice Matthews explained that the Barber Board has been on the forefront of this initiative and had a program in 2007 at Avoyelles Correctional Facility to make sure people had the opportunity for gainful employment when they came out. It started as a grant to cover the equipment as well as the salary of the instructor that we put in place. Director Matthews explained that one of the problems was the inmates not being allowed to have access to the tools needed for the curriculum, particularly the straight razor which is a very important part of barbering, and sharpened shears. Judge Trudy White responded that there are ways to get around the board's concerns of razors and sharpened shears, mentioning other programs such as

culinary, auto mechanic use of tools that are checked out and controlled. Executive Director Matthews voiced concern of what would happen as did with Avoyelles when the grant ran out and the funding was no longer available. When the funding at Avoyelles ended, they wanted the inmates to start teaching the program, of which the board did not agree. The board required the program be taught by a Louisiana licensed barber instructor. Director Matthews explained a problem for the inmates to come up with the registration fees and the board's inability to waive fees. James Windom detailed that these are the type things that they would need to know up front so they could be addressed to make sure the program is successful. Director Matthews spoke of having signed up 92 throughout the time of the Avoyelles program, examined 34, of which only 10 have current licenses today. Mr. Windom expressed concern in hearing those numbers and want to make sure that they get qualified interested individuals who will stay the course not just those looking to break up the monotony of the routine on the inside.

Board Member Gina Moreau expressed concern in barbers not paying their taxes and wanting to make sure that the people that come out of the program are aware of the importance of that because it effects the funding and money made available to barber programs. Mr. Willie Payne suggested educating them more on the importance of this. Board President Rebecca Villeneuve mentioned that Vice President Broussard does make a speech on that particular topic at the barber exams. UFCW Local 496 President Shawn Brayton says you have to be able to show or track income for two years and that the apprenticeship program has had a lot of problems with that because it's difficult for self-employed individuals to show that income. Mr. James Windom asked this is such an important step that they would like to take so how do we minimize these issues so that not only can they have this program available, but at the same time have the program to survive? Mr. Payne suggested teaching a tax class and explain the advantages and disadvantages of not paying them. Vice President Broussard explained that he tells the students this because if they ever want to buy a house you have to be able to show an income. Mr. Windom says that every person that comes out of incarceration generally are under some sort of probation or parole supervision and it can be made a part of their probation and parole, requiring their officer to make sure that these things are done as a part of their release. If they default, a court order can be brought against them.

Board President Villeneuve called on Shawn Brayton and Mark Villeneuve of UFCW Local 496 to explain the barber apprenticeship program and what they offer to people who come out of incarceration. President Shawn Brayton explained that their program is open to everybody and allows individuals to have a job and start training and earning money right away without any restrictions. Mr. Windom says that would something that would be considered as an alternative but the goal is to help individuals see a better version of themselves prior to hitting the streets. Judge White says they are looking for something more of in custody. Vice President Broussard says the apprenticeship is a good program and is one that he has used in his shop. It can be good for those who already know how to cut and for those who need to learn. Mark Villeneuve explained that once an apprentice finishes and receives their barber license, they can immediately open their own shop. He also explained that some of his students get incarcerated during their time as apprentices and when they get out, they're able to pick right back up and are some of his best students. Board Member Cory Dawsey says he went through the apprenticeship program and as soon as he paid his first ninety dollars, he received his apprentice license and was able to go to work in the shop with his master barber that day making the same money as a regular

barber. Judge White asked if a person may not have enough time to complete a program, can those hours carry over to an apprenticeship program or would they have to start over. Ms. Brayton responded if it were an approved training facility then they could accept the hours.

Board President Villeneuve detailed the costs involved with tool kits and the required supplies and asked where would the funding for these things come from. Mr. Windom says they have been talking with other barbers and salons who have agreed to work with them providing equipment, this thing will be a community effort to lessen the costs. He also says the Governor will make possible revenue available. Judge White says she could give some, at least for a pilot until they could see what it would cost. Mr. Windom says having the support of the board is only the first step, then we could have more substantial conversations with those who are willing to invest and make it happen. UFCW Local 496 President Shawn Brayton explained that as Executive Director Matthews was saying, the biggest problem with the previous program was by the time it ended, the board had to lower its standards on the barber curriculum because of no funding which is something the board does not want to go through again.

Executive Director Matthews also detailed the difficulties obtaining the necessary documents for enrollment, high school diplomas, social security cards, birth certificates and being Post Secondary Ed approved those items are required. Judge White says they would have to have a list of all that would be needed. Mr. Windom says they would need to get this information to the Educational Director of DOC, Sanders. Mr. Broussard suggested they talk to and find out how many would be willing to become a barber. Judge White says that is what they are doing, because they don't want to put someone in the program who is not interested. Mr. Windom says they have not formalized a team yet, but thinks the best way he sees how to do this is to figure out those who are really committed to the program. Judge White says she is interested in helping women, particularly at Hunt Correctional, and once the costs is put together that would be the best option for a pilot. Mr. Windom agreed that Hunt would be ideal because it has women from LCIW. Judge White asked to board to reflect in their minutes that the board is supportive of a pilot idea or concept of some form of in custody training.

Board Vice President Alton Broussard explained that barbering is a good profession that comes with a lot of independence. During the Civil Rights Movement, it allowed him to participate in the activities of the Opelousas NAACP during the time of Martin Luther King. Because in those days, if you were working for a white man you would get fired off your job. He encouraged the room to remember that all white people are not bad, and all black people are not good. However barbering allowed him to go all the way and became the first black appointed to the Opelousas Housing Authority, opening many other doors of opportunity for him. Judge Trudy White says this is the new Civil Rights, and they don't want to tear down the profession at all, they want to add value.

President Villeneuve thanked them for coming and to leave their business cards so the board could respond to their request in writing addressing the concerns in order to have a successful program in the prison. We would have to revisit the initiative with them once they see if it's something that they can come up with the funds in order to start that program.

Board President Rebecca Villeneuve call for a motion to return to the Regular Order of Business and hear the Executive Director's Report

M/Landrew, 2nd/Moreau to return to the Regular Order of Business and hear Executive Director's Report. Mc

EXECUTIVE DIRECTOR'S REPORT

Please see attachment. Executive Director Matthews asked the board to consider looking into ways to differentiate itself from the Cosmetology Board to prevent the appeal of merging the two boards. Director Matthews suggested looking into the board's requirements for licensing cosmetologist. A cosmetologist can take a test and become a barber which shows no difference between a barber and cosmetologist license. Director Matthews explained that the Louisiana barber license a cosmetologist receives is not reciprocal in any other state because no hours were earned in actual barber training. Vice President Broussard says we could revisit our law and require hours as they require barbers to do to become cosmetologist. UFCW Local 496 President Shawn Brayton says the biggest thing with barbering is it's all about cutting. Brayton suggested maybe requiring more when cosmetologist are examined. Board President Villeneuve also suggested maybe examining them separate and increase the requirements. Board Member Cory Dawsey mentioned maybe requiring book work like the apprentices have to do or online video to watch. Board President Villeneuve said this has been a lot of information to soak up and let's go home and sift through our own thoughts and see what we can come up with when we are back together again.

M/Broussard, 2nd/Landrew to approve the Executive Director's Report. Mc

PRESIDENT'S REPORT

Board President Villeneuve reported on recent legislation authored by Senator Regina Barrow which requires the Barber Board to get together with the Cosmetology Board to determine which board should regulate Alternative Hair. A report of the findings are due to the legislature not later than sixty days before the start of the 2019 Legislative Session. UFCW Local 496 President Shawn Brayton explained that there has been a push towards deregulation in recent sessions

Board President Villeneuve reminded the Board Members to complete their financial disclosures and the reports required by Ethics.

Board President Villeneuve described wanting to prepare a booklet that explains what is required of the students when they come to board to give to the schools.

M/Landrew, 2nd/Moreau to approve the President's Report. Mc

BOARD MEMBERS' REPORT

Board Member Gina Moreau reported visiting Moore Career College and having met the Instructor and some of the students.

Board Member Broussard reported again the importance of not teaching at the exam, we are there to grade.

M/Landrew, 2nd/Moreau to approve the Board Member's Report. Mc

OLD BUSINESS

No Old Business

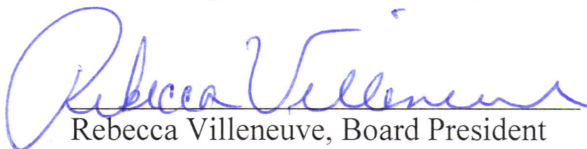
M/Landrew, 2nd/Broussard to approve Old Business. Mc

NEW BUSINESS

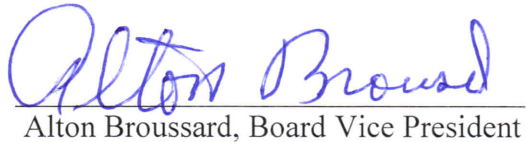
No New Business

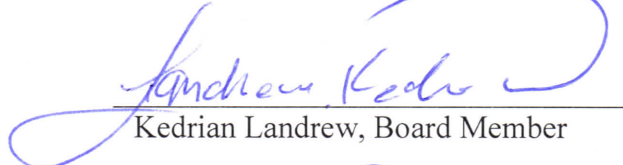
M/Landrew, 2nd/Pollard to approve New Business. Mc

There being no further business, the meeting was adjourned at 4:56 p.m.

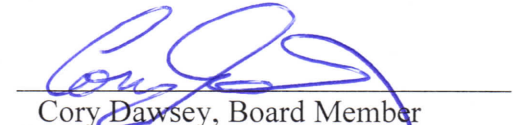

Rebecca Villeneuve, Board President


Latrice Matthews, Executive Director


Alton Broussard, Board Vice President


Kedrian Landrew, Board Member


Gina Moreau, Board Member


Cory Dawsey, Board Member
