

LFC Requester:**Noah Montano****AGENCY BILL ANALYSIS - 2025 REGULAR SESSION****WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO****AgencyAnalysis.nmlegis.gov and email to billanalysis@dfa.nm.gov****(Analysis must be uploaded as a PDF)****SECTION I: GENERAL INFORMATION***{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}***Date Prepared:** 2-6-2025*Check all that apply:***Bill Number:** HB 281Original X Correction Amendment Substitute

Sponsor:	Reps. Janelle Anyanonu,	Agency Name and Code Number:	Regulation and Licensing
	Pamelya Herndon, Harold Pope		Department - 420
Short Title:	Hair Braiding Licensure	Person Writing	Jen Rodriguez
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SECTION II: FISCAL IMPACT**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
N/A	N/A	N/A	N/A

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
N/A	(Unknown Amount) *	(Unknown Amount)*	Recurring	Barbers and Cosmetology

(Parenthesis () indicate revenue decreases)

*See note in Fiscal Implications

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	N/A	N/A	N/A	N/A	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

*A loss in licensing revenue to the Barbers and Cosmetology fund can be expected due to fewer individuals being required to be licensed under the Barbers and Cosmetologists Act, but the

number of licenses that will not be renewed or not sought in future years, and thus the amount of revenue that will be lost or foregone, cannot be estimated at this time.

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: House Bill 281 (HB281)

HB281 amends the Barbers and Cosmetologists Act §§ 61-17A-1 to 25 NMSA 1978 (Act) to exclude hair braiders from state licensure requirements. Currently, a person offering hair braiding services must be licensed by the Board of Barbers and Cosmetologists (Board) as a barber, cosmetologist, or hairstylist.

"Hair braiding" is defined as "twisting, wrapping, weaving, extending, locking or braiding hair and incidental use of topical agents and mechanical devices and includes use of hair extensions, hair fibers, decorative beads and other accessories incidental to hair braiding."

HB281 also moves the exception from licensure requirements for those who perform eyebrow threading from § 61-17A-22 "Exemptions" to § 61-17A-5 "License Required" stating that "[a] person who engages in eyebrow threading or hair braiding shall not be required to have a license issued by the board."

HB281 also prohibits any potential license suspension, revocation or denials for people who did or do hair braiding without a cosmetology, barbering or hairstyling license prior to July 1, 2025.

The effective date of the legislation is July 1, 2025.

FISCAL IMPLICATIONS

HB281 will cause a loss of revenue for the Board as hair braiders are currently required to be licensed as a barber, cosmetologist, or hairstylist. However, there is no available data on how many licenses were issued specifically for hair braiding.

It may also impact on the revenue of instructors and schools of cosmetology as there will be less demand for such education if practitioners have an avenue for practicing unlicensed without meeting the education requirements.

SIGNIFICANT ISSUES

The Board has expressed strong opposition to HB281. Board Chair Luevano wrote the following:

I am writing to formally express my strong opposition to the exclusion of hair braiding from the current regulations in the state of New Mexico. While hair braiding is often seen as a natural styling technique, it is important to recognize that certain products and chemicals used in the process can pose significant health risks if not handled properly.

Many hair braiders incorporate chemical treatments such as relaxers, bonding adhesives, and other hair care products that, if misused, can cause scalp burns, allergic reactions, and other serious health concerns. Without proper training and oversight, there is an increased

risk of harm not only to clients but also to practitioners. Regulations ensure that all individuals providing hair services are adequately educated on sanitation, product safety, and client protection.

Exempting hair braiding from state regulation would lower the professional standards within the industry and compromise consumer safety. I firmly believe that maintaining oversight is essential to upholding public health and professional integrity in the cosmetology field.

I urge the state of New Mexico to uphold the current regulations and ensure that hair braiding remains within the scope of professional standards. Thank you for your time and consideration on this critical matter.

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

Even though eyebrow threading is currently exempt from licensing, eyebrow threading must be performed in a licensed establishment, regulated by the Board. *See* § 61-17A-2 (G) of the Act. This allows the Board to inspect the establishment to ensure that public health and safety measures are in place, including sanitation, disinfecting, and other measures to avoid cross-contamination. In HB281, the hair braiding exception to licensure does not require hair braiding to only occur in a licensed establishment, making it impossible to inspect a hair braiding only establishment to insure that the practice is done in line with public health and safety regulations.

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Hair braiding will continue to require a license and will be regulated by the Board of Barbers and Cosmetologists.

AMENDMENTS