

## WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN  
BEFORE THE BARBERING AND COSMETOLOGY EXAMINING BOARD

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IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

ZEMFIRA ALUSHAJ  
AND  
QUICK TIME HAIR SALON,  
RESPONDENTS.

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: FINAL DECISION AND ORDER  
:  
:  
:  
: ORDER 0001742  
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Division of Enforcement Case No. 11 BAC 029

The parties to this action for the purpose of Wis. Stat. § 227.53 are:

Zemfira Alushaj  
10770 S. Conner Way  
Oak Creek, WI 53154

Quick Time Hair Salon  
1236 Lathrop Ave.  
Racine, WI 53405

Wisconsin Barbering and Cosmetology Examining Board  
P.O. Box 8935  
Madison, WI 53708-8935

Division of Enforcement  
Department of Safety and Professional Services  
P.O. Box 8935  
Madison, WI 53708-8935

The parties in this matter agree to the terms and conditions of the attached Stipulation as the final disposition of this matter, subject to the approval of the Wisconsin Barbering and Cosmetology Examining Board (Board). The Board has reviewed this Stipulation and considers it acceptable.

Accordingly, the Board in this matter adopts the attached Stipulation and makes the following Findings of Fact, Conclusions of Law and Order.

FINDINGS OF FACT

1. Respondent Zemfira Alushaj (dob 03/27/1965) is licensed in the State of Wisconsin as a barbering and cosmetology manager, having license number 33459-81, first issued on 08/26/2010 and current through 03/31/2013 and as a barbering and cosmetology practitioner, having license number 82738-82, first issued on 01/26/2004 and current through

03/31/2013. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is 10770 S Connor Way, Oak Creek, WI 53154.

2. Respondent Quick Time Hair Salon ("Quick Time") is licensed in the State of Wisconsin as a barbering and cosmetology establishment, having license number 37825-80, first issued on 09/10/2010 and current through 03/31/2013. Respondent's most recent address on file with the Department is 1236 Lathrop Ave, Racine, WI 53405. At all times material to this case, Respondent Alushaj owned Respondent Quick Time.

3. Respondents had three other licensed practitioners working at Quick Time. Respondents paid these practitioners as independent contractors and gave them 1099s rather than W-2s for tax forms.

4. Respondents did not have lease agreements for chairs or booths with the three practitioners.

5. None of the three practitioners had establishment licenses for chairs or booths, nor were they licensed barber and cosmetology managers.

6. On June 8, 2011, a Department investigator made an unannounced visit to Quick Time. While there she made the following observations:

- a. Angela Gruber had a workstation and another practitioner confirmed her working status at Quick Time even though her license was in expired status from 4/1/2011 until 06/14/2011.
- b. Licenses were not all posted.
- c. There was no Blood Exposure Protocol posted.
- d. Hair was observed in with clean equipment in more than one drawer unit.
- e. The contact disinfectant being used was not a tuberculocidal.
- f. There was no antiseptic at work stations.
- g. The wax station had debris and used tweezers/scissor in the open.
- h. Containers were not kept covered.
- i. The waste basket, with hair and debris in it, was propped open with a box.
- j. There was hair and debris on the floor that was not swept up after every customer.
- k. Employees were not washing their hands between every customer nor were they using neck strips or towels.
- l. Contact equipment was left out in the open.

### CONCLUSIONS OF LAW

1. The Wisconsin Barbering and Cosmetology Examining Board has jurisdiction to act in this matter pursuant to Wis. Stat. § 454.15, and is authorized to enter into the attached Stipulation pursuant to Wis. Stat. § 227.44(5).
2. By the conduct described in the Findings of Fact, Respondents violated Wis. Admin. Code § BC 2.04(1) and § BC 3.02(2)(a) by allowing Angela Gruber to practice with an expired license and having independent contractors working for her that did not have booth leases.
3. By the conduct described in the Findings of Fact, Respondent Alushaj violated Wis. Admin. Code § BC 2.06 by not maintaining compliance with the Ch. 454, Stats., and Chs. BC 2,3 and 4 of the Wis. Admin. Code.
4. By not posting the licenses and blood protocol, Respondent Alushaj violated Wis. Admin. Code § BC 2.07(2) and § BC 4.05(2).
5. By the conduct described in the Findings of Fact paragraphs 6 (d) through (l), Respondents violated Wis. Admin. Code §§ BC 3.01, 4.01, 4.02, 4.04, and 4.08(3) by not maintaining the proper sanitary conditions and disinfection protocol.
6. As a result of the above violations, Respondents are subject to discipline pursuant to Wis. Stat. § 454.15(2)(i).

### ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED that:

1. The attached Stipulation is hereby accepted.
2. Respondents Zemfira Alushaj and Quick Time Hair Salon are hereby REPRIMANDED.
3. Zemfira Alushaj shall pay a FORFEITURE in the amount of \$1900 and COSTS of this matter in the amount of \$217.50 according to the following table. Quick Time Hair Salon shall pay a FORFEITURE in the amount of \$1900 and COSTS of this matter in the amount of \$217.50 according to the following table.

Date Due:	Payment Amount:
August 1, 2012	355.00
September 1, 2012	355.00
October 1, 2012	355.00
November 1, 2012	355.00

December 1, 2012	355.00
January 1, 2013	355.00
February 1, 2013	355.00
March 1, 2013	350.00
April 1, 2013	350.00
May 1, 2013	350.00
June 1, 2013	350.00
July 1, 2013	350.00

4. Payment of forfeiture and costs shall be made payable to the Wisconsin Department of Safety and Professional Services and sent to the Department Monitor at the address below:


Department Monitor  
Division of Enforcement  
Department of Safety and Professional Services  
P.O. Box 8935, Madison, WI 53708-8935  
Telephone (608) 267-3817, Fax (608) 266-2264

5. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondents' licenses. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order. In the event Respondents fail to timely submit payment of the forfeiture and costs as ordered, Respondents' licenses (nos. 82738-82, 33459-81 and 37825-80) may, in the discretion of the Board or its designee, be SUSPENDED, without further notice or hearing, until Respondents have complied with payment of the forfeiture and costs.

6. This Order is effective on the date of its signing.

WISCONSIN BARBERING AND COSMETOLOGY EXAMINING BOARD

by:

  
A Member of the Board

6-11-12  
Date