

USOLMT HISTORY TIMELINE

2020

March 2020	April 2020	May 2020	July 2020
<p>Stephanie encourages local spa businesses to close down due to unknowns about Covid-19.</p> <p>Stephanie connects with the IWW and begins receiving Union organizer training from the Arizona local branch. Also takes courses from the Ella Baker School of Organizing and connects with UFCW.</p>	<p>Massage businesses are shut down due to Covid-19. There is no return-to-work guidance for massage therapists. Stephanie starts the USOLMT Facebook Group.</p> <p>Stephanie works with an LMT in Georgia to create a template to send to the Governor’s office on behalf of Georgia LMTs.</p> <p>Stephanie connects with the Polaris Project and Respect Massage to discuss joint project possibilities.</p> <p>Stephanie connects with ABMP to ask for consideration of a collaborative video project to publish for the public. ABMP says they don’t have the budget.</p>	<p>Georgia Massage Therapists are the first to Return to Work. A Hashtag Campaign Starts #support Georgia LMTs.</p> <p>Stephanie distributes images and a document in multiple massage therapy groups about what LMTs need to ask for when they return to work to protect themselves from Covid-19.</p>	<p>A group of franchise massage therapists inquire about unionizing and are referred to the Georgia branch of the IWW. Stephanie Participates on the Call.</p> <p>Stephanie publishes local, state, and national resources for massage therapists regarding Covid-19 safety, and resources to find assistance for basic needs.</p>
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USOLMT HISTORY TIMELINE

August 2020	August 2020 (Continued)	September 2020	December 2020
<p>Stephanie connects with a Georgia Massage Therapist about Covid violations at her spa and helps her report them to the state.</p> <p>Stephanie helps employees at a large spa in California begin organizing and contacts a class action attorney on their behalf.</p>	<p>Stephanie works with a group in California to petition for reopening safely in Santa Clara County and sends it to the state on their behalf.</p> <p>Stephanie connects with ABMP for the last time, sharing her research on issues identified in the massage industry and asks for help with these issues. ABMP does not respond</p>	<p>Stephanie fights to get monies owed for an employee in Arizona who had pay withheld for services rendered and wins.</p>	<p>Stephanie publishes first year annual impact report</p>
2021			
January 2021	February 2021	March 2021	May 2021
<p>Stephanie speaks for the first time during public comment at an Arizona State Board Meeting on behalf of CE Providers and Continuing Education Requirements being upheld in the state and the English Proficiency Exam.</p> <p>Stephanie connects with the Executive Director of COMTA to learn more about their organization, tell them about USOLMT and make a connection. It goes well.</p> <p>The first episode of the USOLMT Massage Podcast is released.</p>	<p>Stephanie connects with the National Center on Sexual Exploitation regarding Massage Envy's presence on the Dirty Dozen List.</p> <p>Stephanie begins a study on national plans to reduce occupational licensing in the United States.</p> <p>Stephanie connects with head of the Arizona State Legislature to discuss tip credits and wage theft in Massage Franchises in Arizona.</p>	<p>Stephanie hosts Business Owners Panel and Diversity Discussion engagement opportunities and publishes online.</p> <p>Stephanie prepares and distributes a press release regarding the Atlanta Shootings and writes letters to ABMP & AMTA asking for their assistance in supporting the massage community.</p> <p>Membership to USOLMT opens.</p> <p>Stephanie launches Understanding the power structure of massage therapy course.</p>	<p>Stephanie writes to the AMTA president to express concerns about their partnership with Massage Envy, receiving no response from the AMTA California Chapter in regards to our Santa Clara County petition, their silence on the Atlanta Shootings, and asking for action on matters of concern for MTs. No response was received.</p> <p>Stephanie writes to ABMP's President to ask for action regarding the Atlanta Shootings. The response came in a blog post recently after.</p>

USOLMT HISTORY TIMELINE

June 2021	November 2021	December 2021	
<p>Stephanie launches How to Separate Your Business from Human Trafficking Course.</p> <p>Stephanie hosts Continuing Education Engagement Opportunity online and publishes.</p> <p>Stephanie hosts Entry Level Education engagement opportunity online and publishes. AFMTE members participate.</p>	<p>Stephanie launches the USOLMT Teespring Store.</p> <p>Stephanie launches the USOLMT CE Academy.</p> <p>Stephanie launches the USOLMT Discount program.</p>	<p>Stephanie works with the AZ State Board of Massage Therapy to Develop a letter sent to all CE providers in the state to obtain signatures in support of CE Requirements and sends to Governor’s Regulatory Review Council.</p> <p>The USOLMT Website is branded and state by state information plus the first issue briefs are published.</p> <p>Stephanie works with LMT Body Politic to publish the first LMT Advocacy Toolkit for USOLMT.</p>	
2022	January 2022 – The First USOLMT Angel Funds Donated to an MT in Need.		
February 2022	March 2022	April 2022	May 2022
<p>Stephanie begins hearing from Massage Therapy students with complaints about their schools and begins researching on their behalf.</p>	<p>Stephanie completes MPower research and investigation after following developments closely for approximately one year and reports to the Board of Directors.</p>	<p>USOLMT Registers with the State of Arizona as a NonProfit Corporation.</p>	<p>Stephanie attends the Pennsylvania State Board Meeting and connects with local therapists about MPower.</p>

USOLMT HISTORY TIMELINE

June 2022	July 2022	August 2022	October 2022
<p>Stephanie works with massage therapists in Alaska, beginning a four month study of statewide issues surrounding massage therapy.</p> <p>Stephanie participates in the IMPACT review process.</p> <p>Director of Campaigns creates and distributes a petition on behalf of out of state hopefuls wishing to become licensed in Alaska, collects signatures, and sends to the Alaska State Board and Alaska State Ombudsman.</p> <p>Stephanie publishes and distributes a public statement regarding Deshaun Watson’s sexual abuse of massage therapists. Stephanie writes to the presidents of all massage associations and asks for a call to action to show their support for MTs during this time, and condemn the actions of Deshaun Watson.</p>	<p>Stephanie is contacted about a sex offender by LMTs in Oregon. Stephanie calls the attorney general regarding the case and contacts two Oregon nonprofits for assistance on their behalf.</p>	<p>Stephanie breaks a story about the first case of MonkeyPox on a massage table in New York and shares signs, symptoms, client screening questions and safety measures.</p>	<p>The first state issue brief is published on the USOLMT website on the State of Alaska. The issue brief is sent to the Alaska State Board for consideration and the Alaska State Ombudsman for review. Stephanie records a special podcast episode announcing the first Unionized Massage Franchise location with the Organizers.</p>
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2023			
January 2023	February 2023	March 2023	April 2023
<p>New members of the USOLMT Board of Directors are recruited and onboarded.</p>	<p>Stephanie interviews the founder of Massage Robotics on behalf of the profession to find out more about their tech and AI.</p> <p>Stephanie attends Oregon, Washington, and Arizona state board meetings virtually.</p>	<p>Director of Education Position is filled. First Meeting of newly recruited Board of Directors to discuss Board Member Requirement and to review and approve Constitution and Bylaws.</p> <p>Stephanie meets with CAMTC to find out more about their role in California & discuss Human Trafficking.</p> <p>Stephanie attends two sessions of The Network’s human trafficking webinars.</p> <p>Stephanie publishes the research report Massage in the Media, the Year 2022 and provides a copy to the CAMTC personally via email.</p> <p>Stephanie attends the Oregon State Board Meeting</p>	<p>USOLMT files first annual report with State of Arizona and Updates state with new Board Member information</p> <p>Kristie works with Senators in Alabama to create Sub for HB 192 – Sunset Provision, reducing fees for Alabama MTs and Creating more accountability for the Board and the Executive Director.</p> <p>Stephanie supports Kristie’s efforts and our massage community by writing to the AG of Alabama and to Senator Hatcher.</p> <p>USOLMT onboards 2 new CE Providers for our USOLMT CE Academy program and On Demand Learning for members.</p>
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May 2023	June 2023	July 2023	August 2023
<p>USOLMT Launched the National Wage Comparison Survey for Massage Therapists</p> <p>Fought for lower licensing and renewal fees for Alabama MTs</p> <p>Stephanie is quoted in a news article in Colorado discussing the new franchise union at Elements Massage</p> <p>Resources for Employees are posted on the USOLMT Website for Employee Members</p> <p>Resources for Employers are posted on the USOLMT Website for Employer Members</p>	<p>HB192 is Passed in Alabama due to USOLMT's Advocacy Efforts, lowering fees for all MTs in the state</p> <p>Stephanie appears on the Massage Chronicles Podcast with Dorel Lacatus to discuss USOLMT</p> <p>Board of Directors finalizes and approves Constitution and Bylaws</p> <p>Kristie is published in the news regarding her efforts in Alabama</p>	<p>Kristie teaches the first free Legislative Education Courses in the Nation for MTs in Alabama, teaching them how to get involved in Advocacy efforts</p>	<p>USOLMT contacts Department of Education regarding Gainful Employment Law</p> <p>Stephanie appears on 2 RMTs and a Mic podcast to discuss USOLMT</p> <p>Jordan Person is added to the USOLMT Board of Directors as an Honorary Board Member</p> <p>Stephanie attends the Georgia State Board Meeting virtually</p> <p>Stephanie attends the AMTA National Conference Vendor Hall in Phoenix, meeting contacts and making connections from around the nation</p> <p>Kristie connects with the Pennsylvania Legislature and works with MTs in the state regarding HB1241</p>
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USOLMT HISTORY TIMELINE

September 2023	October 2023	November 2023	December 2023
<p>The Alabama State Board Votes to Sunset the current board of massage therapy with the caveat that new legislation be introduced in the 2024 legislative session to reconstitute the Board of Massage</p> <p>Kristie resigns from USOLMT due to continued backlash, defamation, and erroneous reports from AMTA, FSMTB, and Alabama State Board Members.</p> <p>Nicole Davis is added to the USOLMT Board of Directors as Secretary / Treasurer</p> <p>Stephanie takes a position on the Arizona State Board of Massage Advisory Committee and the first meeting is held virtually.</p>	<p>Kimberly speaks at and livestreams the California Massage Therapy Council’s board meeting – this is the first time in history that a CAMTC meeting is broadcast via livestream. The CAMTC votes to remove MBLEx as a required test during this meeting.</p> <p>Stephanie is a speaker at the 2023 Massage & Spa Success Business Marketing Summit, discussing Unions: A New Era in Massage Therapy, providing education and the facts about unions and unionizing efforts in the field.</p>	<p>Nicole Davis, Priscilla Flemming, and Kimberly Austin all resign from Board of Directors positions.</p> <p>Jordan Person is added to the USOLMT Board of Directors as an Honorary Board Member.</p> <p>USOLMT Policies and Procedures are expanded and updated. Code of Ethics is Created.</p> <p>Stephanie begins work on new Board of Directors Orientations and Training Sessions.</p>	<p>USOLMT holds the first in-person community meeting in the Phoenix, Arizona area to discuss statewide challenges.</p> <p>Policies and Procedure work continues, and the call for new Board Members goes out.</p>

USOLMT HISTORY TIMELINE

2024			
January 2024	February 2024	March 2024	April 2024
<p>Second Arizona Community Meeting is Scheduled in Tucson, Arizona.</p> <p>USOLMT works on Arizona HB2169 opposition. Bill seeks to create a new board of Barbering, Cosmetology, and Massage Therapy and to Dissolve the Arizona State Board of Massage Therapy.</p> <p>Stephanie & USOLMT Members visit the Arizona State Capitol to get information to House Government and house rules committees on the differences between the Beauty industry and the Massage industry.</p>	<p>Arricka Cox is added to the USOLMT Board of Directors, Executive Assistant position.</p> <p>Lobbying and advocacy work continues on HB2169, along with outreach to all Arizona massage therapists and employers.</p> <p>Tucson community meeting February 26th.</p> <p>2024 Website Updates are completed.</p> <p>USOLMT is approved on Volunteer Match to post open Board positions.</p>	<p>HB2169 is defeated in the state of Arizona.</p> <p>USOLMT continues Board of Directors training and begins the Board of Directors educational campaign on all social media accounts.</p> <p>Work continues on USOLMT policies, procedures, and programs.</p>	<p>USOLMT assists a massage therapist in Louisiana in fighting back against a city ordinance designed to create local establishment licensing laws and levy fines on legitimate massage practices in Baton Rouge.</p> <p>Published our 2023 Annual Impact Report.</p> <p>The association’s annual report is filed, and Board Members are updated with the State of Arizona.</p>