



LEADERSHIP & PUBLIC POLICY  
**CONFERENCE**

**Shaping Tomorrow:**  
Jeffersonian Leadership and  
Public Policy Lessons

Oct. 9–11, 2024 | Charlottesville, Virginia





# The Path to the Globe

Nicole Livanos JD, MPP  
Director, State Affairs  
NCSBN



# NLC Survey

**Goal:** gauge need for and interest in the NLC among RN and LPN licensees in a jurisdiction

## 7 Questions

### Demographic information

- Practice
- Union membership

### Licensure

- How many?
- Cross-border practice?

### Support / Opposition

# MA Survey



**Conducted by NCSBN**



**Survey Timeline**

10/23: Launch  
1 month in field  
12/23 Report

# Pre-Survey Results Timeline

## November 2023

- Joint Healthcare Finance Hearing
- Meeting with Senate President's healthcare advisor

## December 2023

- Media Strategy Call
  - NCSBN State Affairs and NCSBN Marketing Dept.
  - MA lobbyists
  - Reputation Partners

### Multistate Nurse License Compact Offered Up Again

Alison Kuznitz Nov 7, 2023



OF IN

Lawmake  
2024

SHNS Co  
Scorecard

UPDATE  
Budget H

SJC Decis

House Su

ADVANCES

Advan  
10, 20

Mar 8, 202

STATE H

2024....W

settlement

legislators

Tuesday o

to tipped s

...

PERSONNE

Person

March

4 hrs ago

# Results

**17,541 nurses** completed the survey

**81%** of respondents hold an RN license

**21%** of respondents indicate union membership

## Need Results

- **53%** of respondents reported providing nursing services and/or communicating with a patient or client who was located outside of Massachusetts in the last 24 months
- **51%** of respondents hold an active nursing license in at least one additional state

## Want Results Overall

- **90%** of respondents in favor of joining NLC
- **2%** opposed
- **7%** expressed “no opinion”

## Want Results by Sub-group

- **87%** of respondents with a PSOR of Massachusetts support
- **88%** of respondent union members support
- **96%** of respondents holding more than one active license support

# Communications Plan

- Lawmakers
- Stakeholders
- Media
- Prioritization 1-4 levels assigned
- Timeline established
- Resources created

GOVERNMENT		
Legislator	Priority	Notes
Board of Registration in Nursing	1	Robert reached out 1/11
Executive Office of Health and Human Services	1	Tom will talk with Shane, then potentially schedule a subsequent meeting
Health Policy Commission	1	Sandra will try to schedule a meeting with Seltz, ideally in next two weeks
Rep. Aaron Michlewitz	1	Jay will work with Mike to get info passed along
Rep. John Lawn (HCF)	1	Tom and Jay will talk first
Rep. Mike Moran	1	Jay will talk with Mike
Sen. Cindy Friedman (HCF)	1	Tom and Jay will sit down first
Sen. Karen Spilka	1	Jay talks with Colby, then schedule a meeting with all (Sandra helps with scheduling)
Sen. Michael Rodrigues	1	Tom will talk with Jeremy and work with Bill Burns for a one-on-one meeting
Department of Public Health	2	Tom will talk to Goldstein after Robert and Nicole brief BORN
Department of Veterans' Services	2	Jay and Tom will talk to the Secretary
Office of the Governor	2	Jay will call Gabe
Rep. Mathew Muratore	2	Tom will handle
Key Dates		
Governor's budget third week of January		
Ways and Means oversight hearings in February		
Healthcare Financing Joint Rule 10 in March		
House budget second week of April		

# Resources

## 2023 Massachusetts Nurse Licensure Compact (NLC) Survey Snapshot

In Fall 2023, the National Council of State Boards of Nursing completed an email-based survey of registered nurses (RNs) and licensed practical nurses (LPNs) who hold licensure in the Commonwealth of Massachusetts.

Survey distributed: October 23, 2023      17,541 nurses completed the survey  
 Survey closed: November 13, 2023      Response rate of 11.5%

### Licensure and Union Membership

- 81% of respondents hold an RN license
- 93% of respondents reported practicing nursing in the past 24 months
- 21% of respondents were members of a union

### Practice Across State Lines

- 53% of respondents reported providing nursing services and/or communicating with a patient or client who was located outside of Massachusetts in the last 24 months
- 51% of respondents hold an active nursing license in at least one additional state

### Nurse Licensure Compact

- 90% (n = 15,860) of respondents are in favor of Massachusetts joining the compact
  - Cited reasons for supporting: access to care, mobility, flexible licensure process, more opportunities to work
- 2% (n = 383) of respondents oppose Massachusetts joining the compact
  - Cited reasons for opposing: quality of care, bargaining power, job market competition
- 7% (n = 1,288) of respondents expressed "no opinion" on Massachusetts joining the compact

### By Sub-Group

- 87% (n = 9,677) of respondents with a primary state of residence support Massachusetts joining the compact
- 88% (n = 3,287) of respondents who are members of a union support Massachusetts joining the compact
- 96% (n = 8,614) of respondents who hold a nursing license in at least one additional state support Massachusetts joining the compact

2023 Massachusetts NLC Survey Snapshot prepared by the National Council of State Boards of Nursing January 16, 2024



**90%**  
 of nurses in Massachusetts want the  
**NLC**  
 NURSE LICENSURE COMPACT

Support the Nurse Licensure Compact legislation

**TAKE ACTION**

**NLC** NURSE LICENSURE COMPACT

Home About Us What's New Get Involved FAQs Take Action Contact Us

## Take Action

The Nurse Licensure Compact (NLC) provides a multistate license that allows nurses to practice and communicate with patients across state lines—both in-person and via tele nursing.

- Increased access to care
- Better emergency response
- Help underserved areas

**Compact Resources**

### Support the Movement in Massachusetts

**Take Action to Bring the NLC to Your State!**  
 There are 41 member states in the NLC, including neighboring New Hampshire, Rhode Island and Vermont. Take action to support Massachusetts joining the NLC to help increase access to care and support a stronger nursing workforce.

In Massachusetts, there are three bills pending to enact the NLC:

- **House Bill 2011**
- **House Bill 2012**
- **Senate Bill 2137**

Simply complete the form below to send a letter to your legislators asking for their support of the NLC!

**Compose a Message to Send to Your:**

- Governor
- State Senator
- State Representative

Please personalize this letter and tell your lawmakers why the NLC would benefit your state. Share your story and how the NLC would benefit you!

**Subject:**  
 Please Support the Nurse Licensure Compact

**Message Body:**  
 As your constituent, I am writing to urge you to support the Nurse Licensure Compact (NLC). The goal of the NLC is to increase patient access to quality care by allowing registered nurses (RNs) and licensed practical/ vocational nurses (LPN/VNs) the ability to practice in one another's state without additional and costly state-to-state licensing.

**Enter Your Info**  
 Your Information

First Name \*  Last Name \*  Email Address \*

Check your email if you would like to receive updates.

**90%**  
 of Massachusetts RNs and LPNs are in favor of joining the  
**NLC**  
 NURSE LICENSURE COMPACT

**90% of Massachusetts Nurses Want the NLC**

Our 2023 survey of Massachusetts nurses shows 90% of the NLC states manufacturing support for the NLC in the New State!

**SEE THE FULL SURVEY RESULTS**

**Expanding Access to Nursing Care Across the U.S.**

The NLC allows for nurses to have one multistate license with the ability to practice in all compact states/territories.

**NLC Benefits**

- Enabling nurses to practice in-person or provide tele nursing services to patients located across the country without having to obtain additional



# Jan – March: Comms Plan in Action

## **Lobbying:**

- 1:1 meetings w/ lobby team
- Formal presentations of findings:
  - Health Policy Commission
  - Senate President

## **Reputation Partners:**

- Met and prepped stakeholders
- Fielded questions from reporters
- Follow-ups

# The Boston Globe

EDITORIAL

## Massachusetts needs more nurses and should ease path for out-of-state workers

Most neighboring states, and 41 US jurisdictions in total, let nurses licensed in one state practice in the others. Joining that compact would give Massachusetts' employers a better shot at filling thousands of vacancies.

By [The Editorial Board](#) Updated March 20, 2024, 4:00 a.m.



A 2022 survey by the Massachusetts Health and Hospital Association estimated that there were 5,100 vacant nursing positions in Massachusetts. CRAIG F. WALKER/GLOBE STAFF

“The National Council of State Boards of Nursing, which developed the compact, conducted a survey of Massachusetts-licensed nurses in October 2023, which found that 90 percent of nurses support joining the compact, with only 3 percent opposed and 7 percent having no opinion”

# Anticipate the Opposition

- **Prepare:**

- Key lawmakers
- Advocates
- Readers

- **Journalistic standards:**

- Article vs Op-Ed vs Editorial

**MNA:** “Murphy worries that entering the compact will compromise patient care if it results in more temporary, out-of-state nurses or more reliance on out-of-state nurses to remotely monitor patients.”

**Editorial Board:** “But patient care is compromised now when hospitals can’t find staff, and if the union is worried about nurses being overworked, it should support a measure that would help employers fill vacancies.”

# Don't Panic

## **Initial publication:**

“Massachusetts’ licensing board could still set its own criteria that would apply to every nurse practicing here, like requirements for continuing education.”

## **Corrected publication:**

“Massachusetts lawmakers could still set criteria that would apply to every nurse employed here, like requirements for continuing education.”

# Post-Globe Strategy


- Mass distribution of survey results
  - Result “Go-Live”
- Follow-up with key advocates and media contacts
- Senate President develops strategy for bill movement
  - Economic Development package identified as vehicle
    - Globe: in FY22, the state’s hospitals spent \$1.2 billion on RN temp contracts; staff shortages tied to bed closures in psych and SUD units;
  - Sponsor Identified: NLC amendment carried by Senate Healthcare Finance Chair Cindy Friedman

# Brings us to today...

BEACON HILL

## After all-night frenzy, Mass. Legislature leaves big priorities unfinished

The collapse of negotiations across a spectrum of topics leaves several priorities in limbo, on life support or effectively dead, including on hospital oversight and the proposed professional soccer stadium in Everett.

 The Boston Globe

## 'Deeply broken.' 'The worst ever.' 'Delay and delay.' Mass. Legislature's failure to pass numerous bills sparks anger.

The House and Senate gavelled out after 19 months of work, having sent to Governor Maura Healey three major legislative packages, including a \$5.2 billion...

Aug 1, 2024

