

NOTICE Regarding AI Tools

The use of AI Tools is prohibited during this Teams session.

If you have an AI Tool enabled, you are requested to disable functionality immediately in order to continue in this session. Those not complying will be removed from the session.

Such AI Tools often transcribe the meeting or create meeting notes for the user.

Some examples of AI Tools (but not limited to) are: Otter.ai, Claap, Fireflies, Tl;dv, and Fathom.



The NLC: What Nurse Employers Need to Know

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Definitions

- **Multistate License or Compact License:** one license issued in the home state valid for practice in all NLC states
- **Party State:** any NLC state
- **Single-state License:** valid only in state of issuance
- **Home State:** the primary state of residence (PSOR)
- **Remote States:** NLC states other than the home state
- **Privilege to Practice (PTP):** the authority for a multistate license holder to practice in other NLC states



For the full definitions list, visit: nursecompact.com/files/nlc_definitions.pdf

What *IS* the Nurse Licensure Compact?



A statutory agreement in the form of state legislation between two or more states established for the purpose of remedying a particular problem of multistate concern.

A multistate license is NOT a national license; it is a state-based license.

The NLC allows for a nurse (RN and LPN/VN) to have one multistate license (issued from his/her primary state of residency.)

The NLC permits the nurse to practice in other compact states (physically or via telehealth) subject to each states' laws.



How Can Nurses Become Involved in Supporting Legislation?

Educate stakeholders about the NLC

Send a letter to legislator and governor via www.nursecompact.com/take-action.page

Contact or meet with these elected officials

Start a petition at www.change.org and send to your legislator

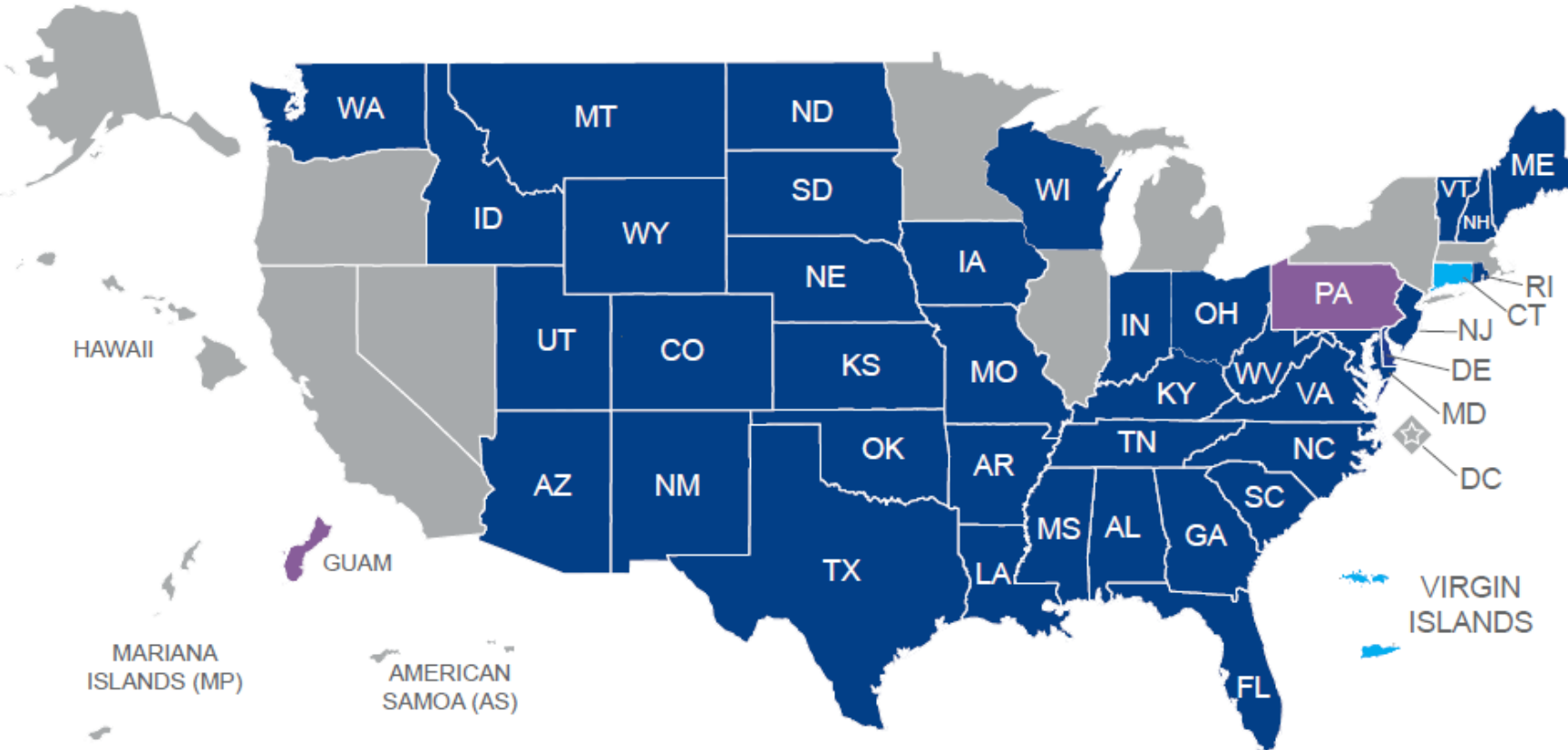
Volunteer to testify when a bill is heard before a legislative committee

Be the catalyst to get your national organization/employer to formally endorse the NLC





Which States are Part of the NLC?



■ NLC States ■ Partial Implementation ■ Currently No Action ■ NLC Enacted, Awaiting Implementation

For details, see: www.nursecompact.com/files/NLC_Map.pdf

Primary State of Residence is....

KEY!



- The compact license is issued based on your primary state of permanent residency for legal purposes.
- PSOR is *not* related to property that you may own in a state.
- This is the state which issued your driver's license and where you are registered to vote.
- If you change your primary state of residence, then you are required by law to get a new driver's license in your new state. And you would register to vote in the new state as well.
- The same process applies to the nurse compact license. Should you change your PSOR, you must get a new compact license in the new state of residency.

NLC Rule About Changing PSOR (Permanent Relocation to another NLC State)

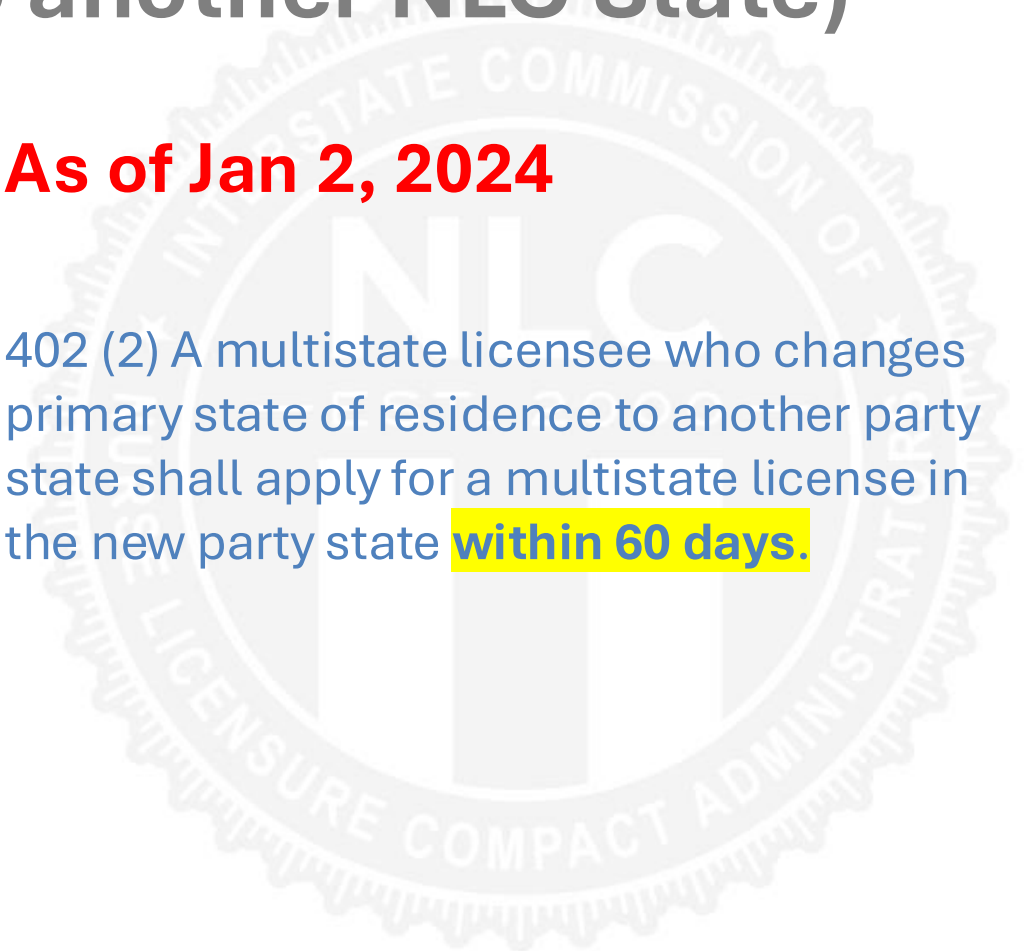
Through Jan 1, 2024

402 (2) A nurse who changes primary state of residence to another party state **shall apply for a license in the new party state** when the nurse declares to be a resident of the state and obtains privileges not ordinarily extended to nonresidents of the state, ...



As of Jan 2, 2024

402 (2) A multistate licensee who changes primary state of residence to another party state shall apply for a multistate license in the new party state **within 60 days.**



60-Day Rule Resources on the NLC Website



Important NLC Rule Changes

New NLC Rules include one requiring nurses moving from one compact state to another compact state to apply for licensure in their new [Primary State of Residence \(PSOR\)](#), within 60 days.

[See the Details](#)

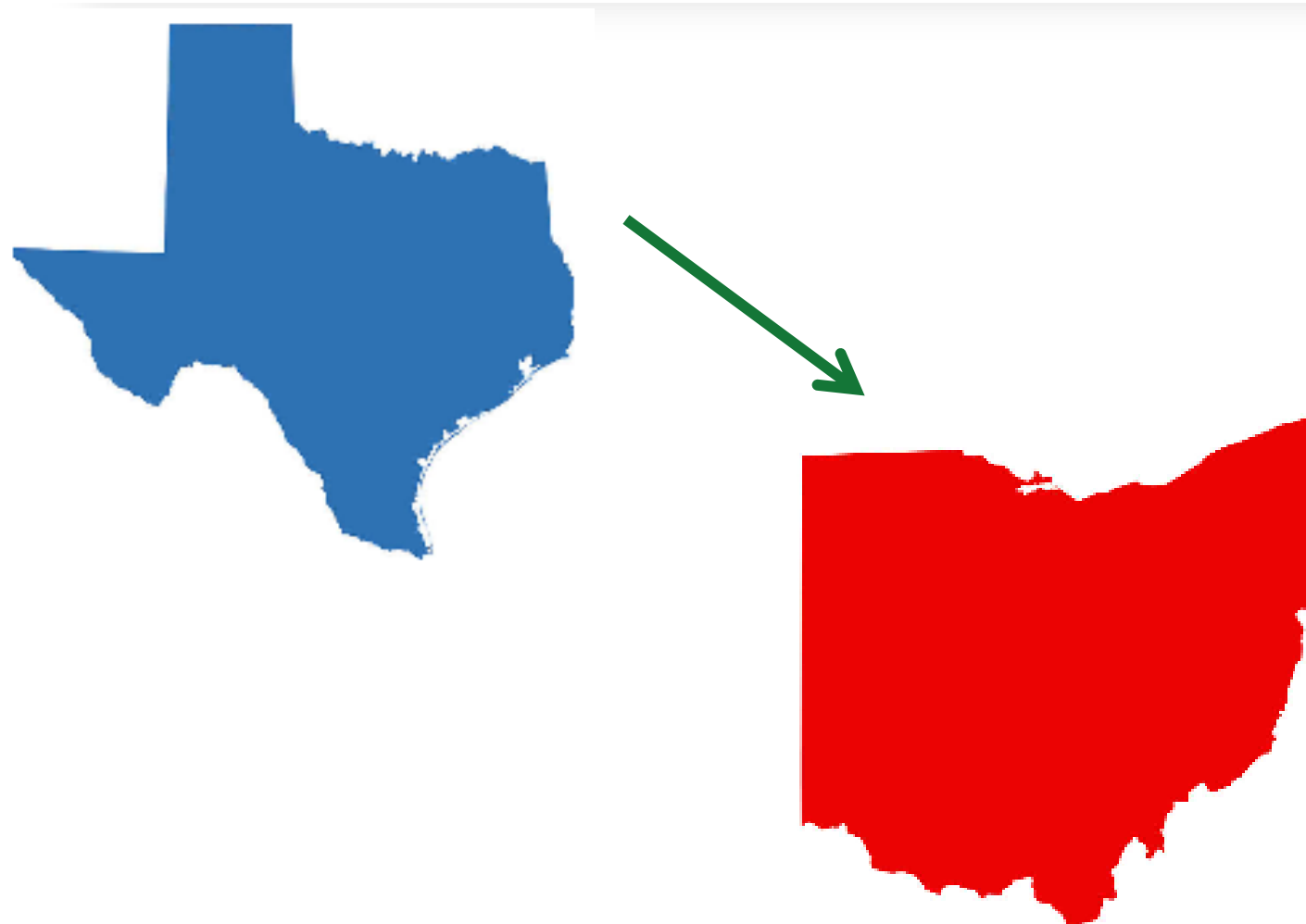
[RULE CHANGE FAQs >](#)

[RULE CHANGE WEBINAR >](#)





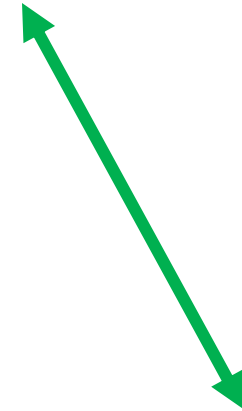
Changing PSOR from NLC State to NLC State



- Nurse Jones is a resident of Texas, holds an active Texas multistate license (MSL), and is relocating from Texas to Ohio, which will be his new primary state of residence.
- Nurse Jones has 60 days from the time he arrives in Ohio to apply for license by endorsement with the Ohio Board of Nursing to obtain an Ohio MSL.
- Nurse Jones may practice in Ohio under the active Texas MSL until the Ohio MSL is issued, at which time the Texas license is deactivated.
- Nurse Jones should no longer renew the Texas license once he relocates to Ohio.
- **Question:** Since her Texas compact license does not expire for 18 months after relocating to Ohio, can she just wait until expiration before applying for an Ohio license? No, she must apply within 60 days.

Travel Nurse Example

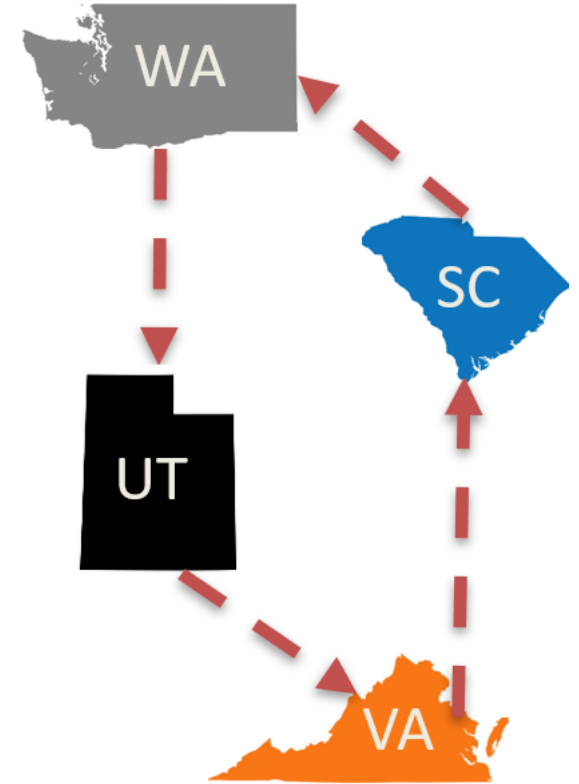
- Nurse Smith is a legal resident of Arizona, holds an active Arizona multistate license (MSL), and is traveling to Kentucky for a 13-week travel nurse assignment.
- Nurse Smith will practice in Kentucky under her Arizona MSL. She will not need to obtain a Kentucky license because she is not becoming a legal resident of Kentucky.
- Nurse Smith is working in Kentucky temporarily and is maintaining Arizona as her primary state of residence for legal purposes, as she will return to Arizona.
- Nurse Smith must be careful not to accidentally give up her Arizona residency while temporarily working in Kentucky by obtaining a Kentucky driver's license, because her Arizona driver's license is about to expire. If she did so, then she would become a legal resident of Kentucky and would have to apply for a Kentucky nursing license within 60 days.





Military Spouse Example

- Nurse Brown is a military spouse and a legal resident of Washington, her home state, where she holds an active Washington multistate (MSL) license.
- Her spouse received military orders to be in Utah for three years. She will practice at a civilian hospital in Utah under her Washington MSL. She will not need to obtain a Utah license because she is not becoming a legal resident of Utah; she and her family are only living there temporarily for military purposes.
- Nurse Brown is maintaining Washington as her primary state of residence for legal purposes throughout successive military moves. She will continue to practice under her Washington MSL when the family is based in Virginia three years later, then South Carolina for three years, etc.
- Nurse Brown must be careful not to accidentally give up her Washington residency while temporarily in other NLC states by obtaining a new driver's license in one of those states because her Washington driver's license is about to expire. If she did so, then she would become a legal resident of the state where she obtained a driver's license and then would have to apply for a nursing license in that state within 60 days.



Rule 403

Change in Primary State of Residence (PSOR)

A nurse who changes his or her primary state of residence from one party state to another party state **may continue to practice under the existing multistate license** while the nurse's application is processed and a multistate license is issued in the new primary state of residence.



Upon issuance of a new multistate license, the **former** primary state of residence **shall deactivate** its multistate license held by the nurse and provide notice to the nurse.

How Can Employers Ensure Nurses
Hired from NLC States are
Appropriately Licensed?





Check the license status on www.nursys.com using the Quick Confirm feature.

Determine if the nurse is changing the PSOR or not. Is the nurse moving and becoming a resident of your state (or perhaps of an adjacent state, if the job is near state lines?) Is the nurse only in your state temporarily and then returning home?

The nurse **changing PSOR** must apply for license by endorsement upon moving.

The nurse **not changing PSOR** will practice in your state under her existing multistate license. i.e., the nurse's intent is to return to her home state/PSOR.

Employers often implement a policy by which nurses who need to apply for license by endorsement do so and provide proof within X number of days, e.g., 10 days.



Nursys®

e-Notify

Get free license expiration and status updates via email

Institutions: Enroll your nurse list and e-Notify will send regular updates of changes to licenses from [e-Notify participating boards of nursing](#).

Nurses: Sign up to receive license expiration reminders and status updates via email or SMS for all your licenses from [e-Notify participating boards of nursing](#).


 [Watch overview video](#)

[Access e-Notify →](#)

QuickConfirm

Look up a nurse's license and discipline status for free

Look up and verify a license from any [QuickConfirm participating board of nursing](#) and download a report with the licensure and discipline status information.

 [Watch overview video](#)

[Look up License →](#)

Verification for Endorsement

Request verification when applying to a new state

Simply enter which license type, RN and/or LPN/VN, and which state you are applying to. In one easy step Nursys will send that board of nursing all of the verifications from all [participating states](#) where you have a record of licensure.

 [Watch overview video](#)

[Request Verification →](#)



Nursys QuickConfirm




Where can the nurse practice as an RN and/or PN?

A visual representation of all the states where the selected nurse has authorization to practice

[View Now](#) >

NAME ON LICENSE	TYPE	LICENSE STATE	LICENSE	ACTIVE	LICENSE STATUS	LICENSE ORIGINAL ISSUE DATE	LICENSE EXPIRATION DATE	COMPACT STATUS
SMITH, SANDRA	RN	IDAHO		YES	UNENCUMBERED	08/10/1971	08/31/2021	MULTISTATE

1. Go to  **nurSYS.com** then click 
2. Search by your Name, License Number or NCSBN ID.
3. Click "View Report"
4. On Nursys QuickConfirm Report page, click "Where can the nurse practice as an RN and/or PN?"



Nursys e-Notify



Free license status notification service



Individual nurses may enroll by creating their secure e-profile access to the portal



Employers may enroll their nursing workforce by creating a credentialed secure account



Receive real-time notifications related to:

Expired licenses

Upcoming renewal reminder

Any changes in license status

Disciplinary actions

THANK YOU!

Questions?

Email:

nursecompact@ncsbn.org

Website:

NLC.gov

nursecompact.com



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