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The dark blue states are in the compact. And, then for the light blue and the purple, there are some nuances. And, notice on the bottom of this slide that we have a link that goes to a document and that document explains those nuances between those states because a nurse with a compact license could work in the states that are purple, which are compact states, but those states are not yet fully implemented in the compact so they're not issuing compact licenses to their residents yet.

And, then in the light blue states, they are in the compact, but you cannot work there yet and also, they're not issuing compact licenses yet. All four of those states, the two purple and the two light-blue, what's holding up their implementation at this point is that some of them are still in the process of background checks.

So, we hope in the next year... And, some of them have been in a holding pattern for a few years already

that permanent move to another state. Now, sometimes travel nurses ask, "Well, am I moving when I go to another state for a 13-week assignment at a hospital in some other state?"

No, that's not moving, you are temporarily going to that state. You're maintaining your home state, okay? Now that could change, obviously. What if that hospital offered you a permanent job and you decided to stay? Well, then that changes the story, right? You become a resident of that state and you need to get a new license, new driver's license, new compact license.



Well, Kentucky or any state doesn't give a driver's license to anyone but their own residence. So, when she gets that driver's license, she's actually signing a legal attestation saying that she's a Kentucky resident. So, unfortunately she just gave up Arizona as her primary state of residence, and that puts her in a situation of needing a Kentucky compact license.

It shouldn't be that difficult. But, she unknowingly got that Kentucky driver's license, which changed her residency. The same thing would happen if she registered to vote in Kentucky because those are things that are tied to being a resident of that state.

And, when you get a driver's license, when you register to vote, when you get a nurse compact license, you sign a declaration form where you swear that you're a resident of that state, okay? Hopefully, that makes sense. And, again, that last bullet here, that's just a caveat, that just something to be aware of to something to avoid.

What should she do if her Arizona driver's license was about to expire? She should renew her Arizona driver's license, okay? Whether she does it before she started that travel nurse assignment or whether she can do it online, the answer is not getting a new driver's license from a new state.

And, the last example is a military spouse example. And, I like to think of this because as you know, when the military are stationed in a certain state, it's usually for a period of years, not weeks, right? And, the idea of them being stationed in a state is of a temporary nature, not permanent.

Even though it may be three years, they were never told you're going there for the rest of your life, it was for a defined time, starting on this date to this date for this two or three-year period or whatever it is. They could obviously get extended for longer, but the idea is that they're going to another state temporarily.

So, what I'm talking about on this slide is the spouse of the service person who is a civilian nurse, okay? The compact benefits them if they maintain one primary state of residence. So, in this scenario, the primary state of residence is Washington State, okay, and, then the military family gets sent to Utah for several years.

So, the spouse, again, who's a civilian, not a service person, this nurse wants to work at a hospital in Utah. She can work there under the Washington State compact license, okay, as long as she maintains Washington State as her state of residency.

And, this can go on and on. As I show here, they might get sent to Virginia next, to South Carolina next, or any other state. It doesn't matter as long as they're going to another compact state, as long as they're maintaining one home state, you don't need to be physically there because remember it's a legal status.

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Absolutely they could. But, all that means is that they're going to have to get a new license, a new license in Utah, a new license in Virginia, etc., when they could have saved themselves time and money by maintaining Washington, which is the original home state as the primary state of residence.

I hope that makes sense because it's really no different than a travel nurse, but the amount of time they're in a state is longer in terms of years as opposed to weeks for a travel nurse. It's the same concept. Why is this important for an employer to know? Because you may hire nurses who are military spouses and you know that they're going to be in town for two or three years, and so you hire them.

So, you need to know that they can use their home state license in your state during the time that they're there, so long as they're maintaining that home state as their legal state of residence and are not changing it. All right.

So, we covered this already and it's that idea that when you move from one state to another, you can have this seamless practice without an interruption in your employment. So, it says here, and I'll paraphrase it in this rule, "When a nurse changes their primary state of residence from one party state to another party state," and remember, party states mean compact states, "They can continue to practice under the existing license while the application is processed until the new license is issued," okay?

And then once the new license is issued, you don't go around carrying two compact licenses. The new one replaces the old one. So, it supersedes the former license, which is going to go away, which will be deactivated, okay? Just like when you get a new driver's license, when you move to a new state, you don't continue on into the future with two driver's licenses.

The new one takes the place of the old one, okay? And, again, this is a benefit of the compact so that when you move from one state to another, you don't need to be in a period of unemployment due to not having a license to work in the new state. Okay.

So, again, how can an employer ensure that nurses are appropriately licensed? Obviously, you know, there's many regulations. And, although an employer is not bound or I should say the compact has no authority over employers, the compact rules do apply to nurses.

And, a nurse violating the compact rules or laws, you know, could get into some trouble with the board



are. And, sometimes there's a true misunderstanding that, again, as I said earlier, nurses sometimes think it's a national license, that once I get a compact license, I just keep renewing it no matter where I live in the country and that's not the case.

It's a state license that's valid in many places, just like your driver's license is a state license valid in many states. So, make that determination. You know, if I'm an employer in Arizona and I'm hiring a nurse from Maryland, the other side of the country, and that nurse tells me they don't want to get an Arizona license and I'm hiring them for a full-time permanent position in Arizona, something's wrong there.

They're not commuting back and forth every day across the country, right? Okay. So, you're going to be living here in this state, this is your new state of residency, you need to get a license. Now there's some caveats here, namely, when you live on a border, or I'm sorry, maybe the employer is located on a border with another state.

So, you know, maybe this is the border between Texas and New Mexico or the border between Kansas and Missouri. You know, your hospital may be in one state and the person lives right across the state line in the other state.

In that case, where are they supposed to get their compact license? In the state where they live. It's not based on the state of the employer, but as we've said many times in the past 40 minutes, the primary state of residency of the nurse is where the nurse should be getting his or her license, okay? The primary state of residency of the nurse.

All right. Hopefully, you're all familiar with Nursys and Nursys being the national database for



- Yeah.

- Does that make sense?

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- [Barbara] Hi.

- Hi.

- Thank you for taking my question. I heard you say that Pennsylvania State Board of Nursing is held up

- Okay.

- As long as she's saying, "I'm only here temporarily for military purposes, my real home is North Dakota, then she can stay on the North Dakota compact license. But if she says, "No, I want to be here permanently, this is my new home state, this is my new primary state of residence," then she needs to get a Delaware compact license, which will replace the other one.

- Okay. And, one more question. As a military member, if she is here, let's say temporarily, but she does obtain a Delaware driver's license, is that allowed, is there a clause because she is military that she can do that, or would it be that she would still need to return to her home state of North Dakota if that's the case [crosstalk]...

- Is this the spouse or the service person we're talking about?

- She is the spouse. Her husband's the service member.

- Okay. I believe getting a Delaware driver's license would change her residency to make her a Delaware resident and...

- Okay.

- that would mean she would need a Delaware compact license.

- Okay. Thank you.

- Sure. Let's see who's next. Tessa?

- [Tessa] Can you hear me?

- Yep.

- Okay. I'm in Tennessee. So, I'm curious for new grad nurses when they're in a compact state and they move to another compact state, they do not want to establish residency, they want to continue to have residency in their parents' home. How are we as employers supposed to deal with that other than telling them what they should do?

- So...

- They choose not to do the driver's license because they say that they're only going to be here for a certain amount of time, it's not a contracted amount of time.

- Okay. So, they're saying, "My primary state of residency is this other state, I'm only here temporarily," right?

- Yes.

- Then they shouldn't have to get a license in that state.

- Even if they've, you know, signed for a job that is considered a permanent job with a one to two-year commitment, not an end date. So, it's not a traveler contract, it would be, like, an employer contract. So, it's, like, these young people that just don't want to establish their own residency.



- But they are being upfront in saying that I'm only going to be here for a year or two?

- Correct.

- I think that they should be able to work on the license from the home state. It's another story if they were not being upfront because sometimes it's the other way. Sometimes they accept the job of a permanent nature, the employer thinks that they're there indefinitely, and in the nurse's mind, "I'm just trying it out."

But, if they're being upfront that they have no intention of staying there permanently, then I think it would be okay to work under the license from that other state.

- Okay. And, then do you have any comments on, I recently had somebody that was licensed in Texas, but they weren't allowed to renew their Texas license because they currently live in Tennessee and they were being told that they might be fined for trying to renew their Texas license because they didn't currently live there.

Do you have any comments on, like, states that are fining nurses for not changing their license?

- I mean, you can't renew a license in a state that you're no longer a resident. I mean, I don't know that it's necessary to find someone that's up to the state, but they just need to decline renewing it because you can't renew a compact license in a state that you're not residing in.

It sounds like she used to be in Texas, now she's in Tennessee?

- That's correct.

- So, she needs to get a Tennessee license and Texas should decline to renew that Texas license. I haven't heard of penalties about that unless she falsified some information...

- Thank you.

- ...maybe. Anything else? Okay. Who is next? Julie?

- [Julie] Hi. I have two questions. First...

- Sure.

- ...one, for a nurse in a supervisor or manager position overseeing nurses doing telehealth and if it's... So, they have to be licensed if the state is a non-compact state, they have to get an additional license by endorsement with that state?

- Are you asking about the nurse practicing telehealth or the supervisor?

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- Okay. That's a very unique question. The way I feel, I think if you wanted to be on the safe side, you would get the license in a non-compact state.

The other way to be sure about it is to contact the board of nursing in that non-compact state and pose that question to them.

- Okay.

- And, then you won't have to get a license unnecessarily. You know, for example, California, a non-compact state, they make it very clear that someone practicing with a patient in the state through telehealth needs to be licensed in this state, but that doesn't address the person supervising them.

- Okay. My second question was in regards to Connecticut joining the compact. Do we know how long the waiting process is for them to implement or...

- So, they have a target date of October of 2025, but...

- Okay.

- ...a lot needs to happen before then. And so, we're actually starting that implementation process now. And, even though we'll have everything in place, the one outlier for them as well will be when will the FBI approve their background checks? So that's an outlier that we don't have an answer to. It could come at any time.

But, when we get to October, if it's still not in place, probably everything else, but the background checks will be in place if we don't hear from the FBI. So, that's the one question mark, but that is their target date.

- Okay. Thank you.

- Sure. Any others? Okay. I don't see any others. And, know that you can email your question into me at