

And the green states are states that have legislation and are trying to join the compact. And if you are familiar with the legislative session or cycle, you'll know that we're coming to the end of most legislative sessions. Many of them end in June, if not for the year, at least for the summer. And so we don't anticipate a whole lot of activity after June for the remainder of the year.

It's certainly possible but not expected. I don't want to spend a lot of time on this slide because the focus of today's presentation is not so much of a legislative update. But I do want to let you know about Vermont as well as the fact that in the next few weeks, we expect Ohio and Pennsylvania to both pass and join the compact.

So, for the year, it looks like we will have had Guam join, which was about two months ago, Vermont, two weeks ago, and then coming up soon, Ohio and Pennsylvania. And then at some point throughout the year, we believe that the Virgin Islands will also pass their legislation.

All of the other states that are green that I didn't mention likely will not pass, and those are states that have opposition from nurse unions. Let's see if there's anything else I want to cover here. You'll notice two states are purple, Guam and New Jersey. Guam will implement the compact in 2022.

The exact date is not known. And New Jersey is getting to the end of their implementation work. And so we anticipate learning a date from them anytime soon. We believe that New Jersey will implement in July or potentially August. So we're very, very close.

And we will let you know the date as soon as we know. But again, it'll also be on this map. Okay? All right. So we don't get into great depth about what the compact is in this presentation because we take some assumptions that you have some basic knowledge.

But just for the sake of those who may be newer, you know that the compact idea is that you have one multi-state license by which you can practice in all compact states. So if I just take a quick reverse back to this slide, if I was a resident of Texas, had a Texas multi-state license, then while I'm a Texas resident, I can practice in any of the blue states.

And the only thing is that that is while I'm a Texas resident. Everything is based on your state of residency when it comes to a compact license. Okay? So let's go back to the terminology that multi-state license or a compact license are w a

The remote states are every other state in the compact other than your home state. Throughout the presentation and in our literature, you'll see primary state of residence with the acronym PSOR.

And that authority for you

What I can tell you is that when it comes to the multi-state license, you're going to need to be able to show proof that you reside in the state that you say you're residing in. So, if we go back to the Texas example that I looked at earlier when we showed the map, if I'm a resident of Texas and I am applying for a compact license in Texas, when I complete the declaration of primary state of residence, I'm going to put Texas on that line, and I'm going to sign my name.

Then the board of nursing is going to ask me to give some proof. So if the proof that you have is your tax documents and your voting card, that is what I would give to them. If the proof that you have is your driver's license, that is what I would give to them. But I think that it behooves anyone to have the driver's license and voting and all that all in the same state.

And I think that that seems to make sense to me, though those aren't difficult things to obtain, a voter's card or a driver's license. So, hopefully, that helps. Now, keep in mind that when you're applying to a board of nursing, the point at which you're showing proof is at the point that you're applying, and not after that.

And that's because of what we said earlier, that if you're changing your state of residency after that, then you're expected to notify the board of that change in residency. You may have to show proof to your employer, however, and that's another story. So whatever documents your employer asks for is not necessarily the same types of documents that the board of nursing is going to ask for.

So this is the one you're going to check if you're moving from one compact state to another and you're applying in advance because it tells them, "I'm in the process of moving to your state." What that means is that they can start to process your application, but they're not going to issue the multi-state license until you actually move there, until you actually have that proof that you're a resident, but you want to apply in advance.

Now, if you're living in another compact state, you actually aren't required to apply in advance, you can apply after you move there. All right? And number four, "I'm declaring another compact state as my primary state of residence." Okay.

So in this situation, the person is, let's say, a resident of Florida, but their job requires them to practice in Texas, okay? But in their home state of Florida, they're not eligible for a multi-state license. Therefore, they need to apply for single-state licenses in every state since the multi-state is not an option for them.

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However, as it goes on to say, "...while the application is being processed and until the new multi-state license is issued in the new state.

So I continue to practice under my Texas multi-state license as long as it takes the Florida Board of Nursing to process my new application in Florida. And then what happens after Florida issues that new license? That's what number two is about, that upon issuing the new license in the new state, the former state deactivates that license, okay?

So that's exactly what happens with your driver's license, okay? When I was a Texas resident, I had a Texas driver's license. When I became a Florida resident, I got a Florida driver's license, and that took the place of my Texas driver's license. I don't continue living with two driver's licenses, the new one replaces the former one.

And that's the same way that this works with the nurse compact when you change from one compact state to another and get a new license in the new state. The important piece is that you have the benefit of continuing to practice under your old license when you move from one compact to another compact state until your new license is issued.

So you don't have a lapse in practice. And this is important for employers to understand because you may recruit someone from another state and they're coming to your state to work, and they're moving to your state, but you shouldn't have to wait for them to get the new license in your state because they can start immediately under their current license from their old state.

And this slide talks a little bit more about that. So the employers can be assured that they're taking the right steps when they do hire someone. And it really goes down to the question in the second bullet, the employer needs to determine is the nurse changing his or her PSOR or not?

That's the big question of the day. So, you know, sometimes it's obvious, sometimes you're moving across the country, like from Texas to Florida, and you're accepting a permanent job in Florida. Well, obviously, if the nurse tells me and I'm the Florida employer, and the nurse tells me, "Oh, no, I'm still a Texas resident," I would think twice about that because the nurse just accepted a full-time permanent job in Florida.

How can you still be a Texas resident? You're living here in Florida primarily now. If you're an employer, sometimes nurses don't understand it, understand the compact. But sometimes in a new state that joined the compact not too long ago, sometimes the employer doesn't understand the compact because there is that learning curve.

It takes time for people to understand how it works. So the key items here is the third and fourth bullet. If the nurse is changing their PSOR, then they need to get a new license, and you do that by applying for license by endorsement. Okay? So that means that the nurse is leaving, they're giving up their residency in one state and becoming a resident of another state.

Whereas in the fourth bullet, the nurse is not changing their primary state. If they're not changing their primary state, then they're going to work under their existing license. So let's look at the same two states. I'm a Texas nurse with a multi-state license, and I'm going to Florida as a travel nurse for two or three months, then I'm returning back to Texas.

Okay. I am...and you can all see this map, we're looking at the blue states. Of course, the gray and the green states are all non-compact states. Okay. So I'm a nurse whose primary state of residency is in Arizona, and I am not moving, and I'm working a travel nurse job in Colorado.

Do I need to get a Colorado license? Yes or no? "No." Correct because you're not changing your primary state of residency, you work in another compact state under your current license.

Okay. Well, let's do a twist on that. The same Arizona nurse accepted a job in Georgia, and this is a full-time permanent job in Georgia. The Arizona nurse is moving to Georgia and is going to relocate there. That's going to be her new primary state of residence.

Question number one, Upon arriving in Georgia, may she start working under her Arizona compact license? "Absolutely." Correct. And question number two, upon arriving in Georgia, does she need to apply for a Georgia license by endorsement?

"Yes." Okay, perfect, perfect, everyone has that. One more. Washington State, a non-compact state. I'm a resident of Washington State, and I'm applying for a Idaho license because I live near the border with Idaho.