

## **NLC for Military Spouses Video Transcript**

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### **Presenter**

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Okay. Let's go ahead and get started. I'm showing that it's 2:01 p.m. Central Time, and we have a fair amount of people who've registered who have now joined. This webinar is being recorded. And we'll make the recording available to you. It'll be posted online in about one week.

Both the slides, as well as the audio will be posted online. So just check back on our website the area



You know, we can only have one primary state of residence and we should have all of our legal

And we don't anticipate that the California and Illinois legislation are going to be successful, but there is a possibility in Massachusetts. Massachusetts has been trying for at least nine years to join the compact and each year we see them getting a little closer.

There are no guarantees at this point, but certainly, that decision on joining the compact we anticipate will be made by the legislature in Massachusetts, hopefully in the first half of this year. Again, most of those gray states that you see not in the compact, we will see them introduce a bill to join the compact this year.

They won't all be successful. Some of them will be. We do anticipate passing the 40 state mark this year, and that's a big milestone. I also want to call your attention to the light blue states, which have already passed the bill. They already enacted the legislation, but they haven't implemented the compact yet. So keep in mind that Vermont is going to implement the compact on February 1st.

That's coming up in about a week. That means that as of February 1st, any Vermont resident could apply for a multi-

Okay. We said the nurse compact was similar to the driver's license, and it is in that it's issued in your primary state of residence, okay? That is the only state you can get a compact license in the nursing compact. If you don't live in a compact state, you can't get a compact license.

If you move to another state, a permanent move, you need to get a new driver's license and you need to get a new nurse compact license. That's the way it works because each state regulates you whether as a driver or as a nurse, and that is your requirement by law to obtain a new license in a new state of residency, okay?

And the license itself is accepted in every compact state, which is why you can use your state license to be a driver in other states across the country. And as you know, for the nurse compact license, you can use it in 39 other states, although eventually that will be 50 states and you'll be able to similar to a driver's license, use your home state license anywhere in the country.

We're on our way to that point. Okay. So let's get into more of the subject matter. And on this slide, we're going to talk specifically about federal employees who are nurses and military nurses. Of course, this includes VA and Indian Health Service nurses who are federal employees.

And I think everyone understands this. So on this slide, we're not talking about spouses who are non-federal employees, we're talking about the actual federal employees or the military service people who are nurses. And the way that that works is that you only need to have one license from any jurisdiction to practice whether in your VA hospital or on your military base, okay?

And what that means is you're exempt from getting a license in that state where you're working in your official capacity. Now, keep in mind that that exemption from licensure only pertains to when you're working in your official capacity because if you're working as a civilian, that's another story.

Then this exemption doesn't apply to you. So let me use an example because this has nothing to do with the compact, but if I'm a nurse working...if I'm in the Navy and I'm working on a Naval base in Virginia, I could have a license from any state, right?

Any state to be able to work in a Naval hospital. However, if I'm going to moonlight as a civilian in St. Joe's Hospital down the street to make some extra money, then that doesn't hold true anymore. Then I'm going to need a license in that state, a state-specific license, okay?

So keep that in mind. And just because a nurse is federal or military doesn't mean they automatically are eligible for a multistate license. Remember what we said on prior slides is that you have to be a resident of a compact state to get a multistate license.

So even the people in this category must be a resident of a compact state. If I say I'm a...and if you remember the map, let me use California as an example. California is a non-compact state.

If that's the state that I'm saying as a Naval nurse, if I'm saying California is my legal state of residency, then I can't get a compact license. You have to be able to have a compact state as your legal state of residency, okay? There's a question that came in from Gina.

What if you are both an active duty spouse and an

So keep in mind that in a married couple, it's very possible for the husband and wife, for both people in the marriage I should say, to both be federal employees or military service people.

That's very possible, in which this applies to you, federal supremacy applies in that case. But also, as we said, when that military nurse or a VA nurse is working in a non-federal role, again, in a civilian facility, then federal supremacy does not apply. Then you need an in-state license.

Let's move on. So now we're talking about spouses who are nurses and, in particular, spouses who are not military, they're not service persons and they're not VA employees. They are civilians, okay? Keep

They're maintaining a home state and they're practicing in a remote state for two or three years under the license of their home state. Now, I will tell you that if the employer is not familiar with how this works for military spouses, I get these emails all the time, an employer is trying to force me to get a license in this state where we're stationed for a few years.

The employer shouldn't be doing that. As long as you're maintaining a home state somewhere in a compact state, you should not be required to get a new license in the state where you're stationed temporarily working in civilian facility. Again, employers may not be familiar.

And so it has helped some nurses to show them either...we have a fact sheet on our website, for example, to show them how this works for military spouses because that's saving you the trouble of getting a new license in a new state. That is why this is a benefit of two military spouses.

And sometimes the military spouse will tell me, "But I don't own property in that state anymore because we're not there for three years. We gave up our apartment." Again, this is not about property. It's about a legal document that you have that proves that you're a resident of that particular state, okay?

There is no requirement to own property, but it's a common misconception. Okay. So let's talk about a couple of the issues or problems that we see happen in states when a military spouse is in another state, all right?

So here we have a military spouse who has a multistate license in her home state. Let's say her home state is Texas, okay? And it says she's stationed in a remote state for three years. So let's say her husband is the service person and the spouse is a nurse and they're stationed in Virginia for three years, okay?

And she's going to work in St. Joe's Hospital as an ICU nurse for those three years. She should be able to work there under her Texas multistate license because she's only there temporarily for three years. She tells her employer I'm only here temporarily for three years, and then we're moving on to some other state, okay?

We're not making Virginia our new home state, all right? So in that scenario, she shouldn't have to get a Virginia license, but here are some pitfalls. She gets a new driver's license in Virginia because her Texas driver's license is about to expire. That's a mistake.

Why? Because she just said, Texas is my home state. When she gets the Virginia driver's license, she's now changed all that. She's now become a Virginia resident because when you get a new driver's license, you're signing on the dotted line that this is now my primary state of residency permanently, okay? So she's giving up Texas as her primary state of residency.

What should she do instead? She should be renewing her Texas driver's license rather than letting it expire. And she should either do that before she leaves Texas, or she should renew it online with the Texas Department of Motor Vehicles.

Because the pitfall that's created here by getting a Virginia driver's license, she's now a Virginia resident. So what does that mean for her nursing license? Now she changed her residency to Virginia. Now she needs to apply for license by endorsement and get a Virginia nursing license. All of that is triggered by a mistake that was made in Pitfall 1.





Why is that? It's because she's only there temporarily for three years and she's the main... So in other words, this is just like a travel nurse, okay? But instead of 13 weeks, it's three years. The learning curve is important for the nurse and for the employer. Because if the employer doesn't understand how it works, what are they going to do?

They're going to tell the n

And what can she not do? Excuse me. Please put your comments in the chat. Okay. Rachel says she must apply for a Washington license because her home state is not a part of the compact.

Kathleen says she can't get an MSL. She needs to get a Washington license. Correct. You're both right on target. So she would love to have a multistate license, but she can't. Why?

Her PSOR, which is Alaska is not a compact state, okay? And Washington State isn't a compact state either, so they don't issue compact licenses. But she needs the authority to be able to practice in Washington State and the Alaska license doesn't give her that authority because it's Alaska only.

Therefore, she's going to need to get a Washington state license. And Gina says she should get a single state license for Washington. Exactly right. Unless she's an advanced practice nurse, then you have to

Okay. How do you know what license you have? It's easy to go to one place, nursecompact.com, which is the national database for nurses. So in other words, all 5 million nurses in the country can be found in this database.

And you can pull up your own information if you're a nurse, or if you're an employer, you can pull up any nurse's information in here. And look on the far right, the far-right column is going to show you the compact status. That is going to tell you if it's multistate or single state, okay?

And that's what you need to know if you want to practice in another compact state or if you're an

And you're welcome to register for any of those variou