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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 where you registered and we will post that information for you if you'd like it. Welcome, everyone.

I'm Jim Puente. I'm the director of the Nurse Licensure Compact. And thank you for joining us today. Today, our presentation is going to focus on how the Nurse Licensure Compact and multistate license works for both for service people, as well as for military spouses. And, of course, we're saying military, but when we talk about service people, we're also talking about federal nurses as well.

And so let's go ahead and get started. We'll also provide you with the latest information on compact states legislation, as well as those that are going to be implementing the compact this year. So let's get started.

Okay. For those of you that are new to the compact, we want to provide you with a few definitions here, the terms that we use. Compact or a multistate license pertains to that one license that's valid for practice in every compact state.

And we use a short-form MSL oftentimes when talking about multistate license. If you live in a non-compact state, you'll be familiar with single-state license because that's what you hold, a license that's only valid in one state. Of course, even in compact states, single-state licenses are issued, especially to individual who either don't reside in that compact state or don't meet the requirements for a multistate license.

So you're still able to...you may be issued a single state license in that situation. The home state is the primary state of residence. We all have a home state. We all have a place that is indicated on our legal documents that is the state where we reside. And that's separate and distinct from owning property, which is a common misunderstanding of the term primary state of residence.

It is not a requirement to own any type of property to own a home, etc., in order to be able to say you have a home state or a primary state of residence. A remote state then is every other state in the compact

other than your home state. So, if I am a nurse and I am today located in my home state, Indiana, and I am practicing in Virginia, Virginia is the remote state and Indiana is my home state.

So that's how we differentiate those two. And then finally the privilege to practice, which we have the acronym PTP, that is the authority that you have to practice in other states. And so, in my example, I am an Indiana nurse practicing in Virginia and exercising my privilege to practice in Virginia.

That is my authority given to me by the multistate license to practice in another compact state. My privilege to practice, that is what it's called. Likewise, if when I am practicing in that other state, if I were to violate the law and be disciplined, my privilege to practice in Virginia would be disciplined, okay?

And that would be reported back to my home state. So primary state of residence is very important when it comes to the multistate license. Everything surrounds primary state of residence. And you have to really understand what that means.

As I said on the other slide, it doesn't have to do with owning a home. And that's where a lot of people get confused, especially when we're talking about military and military spouses because oftentimes they leave a state and don't have a house there that they still own. Obviously, there never is or was a requirement to own a home in order to be a nurse or in order to have a multistate license.

And if that was the case, I think a lot of people wouldn't be able to be a nurse. So let's make that clear that we're not talking about an actual residence. We're talking about a status, about the state, where you have status as a resident, okay? And the way you prove that is by your legal documents that would be evidence to a board of nursing that you're a resident of that state.

And what are some of those pieces of evidence that can prove that you're a resident of a certain state? Well, most commonly, boards of nursing request to see your driver's license, okay? So a driver's license is a piece of evidence. You may not even own a car, but you can have a driver's license, the same type of thing.

But this is the legal piece of documentation that proves the state where you are a resident. And that is what's necessary when you're applying for a multistate license. You must have some legal documentation that's going to show that you're a resident of the state that you say you are.

And you should know things that are common sense, such as if you're moving to another state, well, I need to get a new driver's license, right? If you're making a permanent move, and when you're making that permanent move, how are you going to continue to vote when an election comes up? You need to be a registered voter in that new state.

So all of these are things that change when you decide to move to another state. For example, you're on your vehicle, you're going to get new tags, new license plates. You're going to register your vehicle in that state. Again, these are all the things that are expected of us when we move to another state.

So when I say that when you apply for a multistate license that you're going to submit proof, we're talking about the correct proof, the pieces of evidence, like a driver's license that is from the correct state that you actually are a resident of. You know, once in a while, I come across individuals who are not too organized and they have a driver's license in one state, a voter's registration in another state, their car's registered in another state, and everything is a mess.

You know, we can only have one primary state of residence and we should have all of our legal documentation indicating that one same state, okay? Now, because we're talking about military and military spouses, one document that some states accept for proof of residency is a military form.

I believe it's Military Form 2058, which shows what is your home state as a service person or as a military family. And your board of nursing when you're applying for a multistate license may accept that form as well. So keep that in mind.

The type of proof that a board of nursing accepts is going to be dependent on that state. There is not a rule that says that certain types of evidence as proof of residency must be accepted by each state.

It is up to each individual state. I will tell you that most commonly, a driver's license is accepted, I think just about by every state. But as far as beyond that, other pieces of proof of residency, that could vary state by state. So keep that in mind.

So the multistate license is for RNs and LPNs. In a couple of states, they call an LPN an LVN, and that means the same thing. Those are the two types of nurses that can get a multistate license if the nurse lives in a compact state.

I can't stress enough that the very first requirement to obtain a multistate license is that you are a resident of a compact state. That is your permanent and primary state of residency, okay? You also have to keep in mind that just like a driver's license is not a national license, yet we can drive across the whole country with a driver's license, no one ever called it a national license, it's issued by your state.

That is the exact same way the nurse compact works. The nurse compact license is a state license, it's not a national license. And even when all 50 states join the compact, it still will not be a national license, even though you'll be able to practice in all 50 states.

And that's because it's issued by your state, it's not issued by the federal government, okay? So every state regulates the nurses within that state, that means if you change your state of residency, now you need to get a new license that is issued by your new state of residency. And we're talking about permanent changes of residency, not temporary moves, where you're going to another state for a little while and then coming back.

That doesn't require any change in licensure. It is only those permanent moves where you have a new primary state of residency that's going to require that you update all of your legal documents, driver's license, voter's card, etc., and nursing compact license.

So this is the current map of the compact states. We're at our highest point with 39 states. As you can see, we're making progress throughout the country. But I do want to give you a current update at this point because we're at the very beginning of the legislative session, and we are going to see some of the states that are gray, the gray states are not in the compact, but we're going to see a number of them introduce legislation to join the compact, okay?

And generally, we're going to see that happen between now and April or May. And after that, it's going to taper off. So if you attend any of our webinars on a monthly basis, this winter and spring, that is when we will be announcing the states that introduced legislation to join. First of all, currently, there are bills that carried over from last year in California and Illinois and Massachusetts.

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-state license. Now, if you already have a Vermont single state license, then you're just going to upgrade the status to multistate.

And you'll see that application on their Vermont Board of Nursing website. But that February 1st date also means that any nurse in any compact state who has a multistate license can start practicing in Vermont as of February 1st. In other words, Vermont is now included under your compact license as one of the states you can practice in.

Ohio will implement the compact January 1st, 2023. So we have about 11 months to go before Ohio will be active in the compact. And same thing as I just described with Vermont will be true for Ohio. In Pennsylvania, we do not have an implementation date yet.

We hope it will be in 2022, but the process has not begun yet. And we are awaiting an implementation date from the state of Pennsylvania. So that is unknown. The same, and I don't know if you can see it, off of the coast of Florida in the Virgin Islands, you'll see that that is light blue as well.

So the Virgin Islands passed the compact last month, and now the work of implementation will happen in 2022. We are hoping that before the end of this year, the Virgin Islands will be implemented. So they are the 39th jurisdiction, and we're currently working with them to establish an implementation date.

So that is the outlook. Before turn over to the next slide, I do want to address Guam because Guam has a partial implementation. And what that means is that Guam nurses cannot yet get a multistate license. However, nurses in other compact states that have a compact license could practice in Guam now at this time, okay?

That's what a partial implementation means. They're halfway there. Only their own residents can't get a multistate license, but the gates are open for nurses from other states to work in Guam. All right. So that is the legislative update. And hopefully, when we come back in a month from now, we will see more legislation introduced in other states.

If you want any of the details of what we just talked about, they are available in a link at the bottom of this slide. And again, we're going to provide you with these slides, so you could go right to it. Or you could just go to our website, nlc.gov, and below the map, you'll see this link where it gives the different implementation details.

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 employee of the VA? Which is very possible, you can be a spouse and also be a federal employee. So if you're an employee of the federal government, then you are subject to this federal supremacy, okay?

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 in mind that even though the family moves as they get stationed to some military base in another state, that action doesn't force you to change your legal state of residency.

That is at your discretion. And even though that's the case, the husband and wife don't always have the same state of residency. So in other words, a husband may have one state as their state of legal residency and the wife have a different state.

I've seen that as well. There's nothing that says you have to claim the same or declare the same state of residency. So when it comes to a spouse who's a civilian, everything is going to be contingent on what that spouse says is his or her state of legal residency. And that's based on your documentation.

So, as it says here on the slide, should a nurse have legal residency in a compact state and hold a multistate license since you're a resident of a compact state, and then that family gets stationed in another compact state for two or three years, the nurse can work under his or her home state license in that other compact state without obtaining a license.

Why is that? Because they're only stationed in that other state temporarily, there's an end date to it. They're typically stationed in another state for two or three years. And as long as you decide to maintain your home state, to not make that temporary state your home state, then you're able to work in that state under your current home state license.

So we're going to give some examples a little bit later because I know it could sound a little confusing, okay? So the idea is that military spouses benefit from a multistate license. Let's look at the example of a travel nurse.

We all understand what a travel nurse is, right? A travel nurse lives in one state and takes travel assignments of usually 13 weeks in different states. If the nurse lives in a compact state and the travel nurse has a compact license and their travel assignments are in compact states, then for all of those travel assignments that they do for 13 weeks, they're able to use their home state multistate license to practice in all of those assignments, right?

Because after the 13 weeks, they're coming back to their home state. They're not making their temporary state their new home state. The whole idea is that they're there temporarily, all right? So that is the benefit and the beauty of the multistate license, that you don't have to get another license when you're in another state temporarily.

Now let's compare that travel nurse to a military spouse because they're both very similar. Instead of 13 weeks, the military spouse is temporarily in another state for two or three years, okay? And so they're doing the same thing.

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.

The same thing happens in Pitfall 2 with registering to vote in the remote state. So in that same scenario, this nurse who's a Texas resident with a Texas multistate license with her husband stationed three years in Virginia, and all of a sudden during those three years, we have a presidential election and she wants to vote and registers to vote in Virginia.

She just became a Virginia resident by the fact of doing that. And that's going to trigger her to need to get a Virginia nursing license as well. That can be avoided. She's a registered voter in Texas. She needs to vote in Texas or send in an absentee ballot as a Texas voter, okay?

Again, these are mistakes that happen that cause unintentional changes in primary state of residency. And the third thing she actually decides to become a permanent resident of Virginia. And what's the mistake there?

Let's say they're stationed there for three years, and her husband is going to retire from the military. And they say, you know, "Virginia's such a beautiful state, let's just stay here. Let's not go back to Texas." And she says, well, I've been working under this Texas license for the past three years. Yeah.

But not anymore because you just decided to become a permanent resident. You decided to retire or at least your husband's retiring from the military. And she wants to be able to work in Virginia. But now, they've decided to make that their new home state. That decision to become a resident of Virginia triggers the need for you to get a Virginia nursing license. Of course, driver's license and everything else as well.

But to get the Virginia nursing license, which is going to replace the Texas license, okay? So hopefully, those pitfalls can be avoided or you can at least understand the consequences of your actions in those three scenarios as a military spouse.

Okay. And aside from those pitfalls, we have some kind of trivia scenarios here. So I'm going to read through it, but you can read through it as well. And we have three cases. In the first case, Jane is a military spouse who's a nurse, and she's married to Bob who's in the Navy. They both claim Texas as their PSOR for military purposes.

So in other words, as far as the military's concerned, Texas is their home state. And you need to put that on record with the military when you're in the military, okay? Jane has a Texas multistate license since that's their home state. Now they get sent to a military base in South Carolina and the family moves there for the next three years.

So in South Carolina, Jane gets a job at the local civilian hospital, meaning non-military. They are in South Carolina temporarily, and they do not plan to become South Carolina residents.

Remember, they're Texas residents. How does this work for Jane? How will she work at this civilian job? With what license? What, if anything, should she do? Please type the answer in the chatbox. Chatbox is at the top.

How's she going to work in South Carolina as a military spouse? So Rachel says, "Jane is going to work under her Texas multistate license." Anyone else?

She uses her Texas license, says Myra. Anyone else? Okay. Very good. Those answers are correct. She can work in South Carolina under her multistate from Texas says Patricia McManamy. All correct.

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 nurse, you need to get a South Carolina license. You're here for three years. And any of those things that we talked about on the last slide can trip up the nurse where she can become a South Carolina resident if she got a South Carolina driver's license or anything else. So you have to be careful to mean, if you're saying Texas is my home state, then you got to maintain Texas as your home state, okay?

So that's how it works. Good job. Let's move on to Scenario 2. Military spouse, nurse Tonya, has a Nebraska multistate license. So let's read into this a little bit. If she was issued a Nebraska multistate license, she must have declared Nebraska as her legal and primary state of residence, right?

They wouldn't have issued her a Nebraska license otherwise, okay? Now the military has ordered her husband to Iowa, which is a compact state, and the family is going to be there for the next three years only. Her husband's home of record with the military is Nevada, which is a non-compact state. So what's she going to do?

How is she going to be able to work in Iowa? What, if any actions, is she going to need to take to be able to work in Iowa? It's a little bit of a tricky question, but you have to use the information that was provided to you. Please put your response in the chat.

Okay. Gina says she's going to use her Nebraska multistate. Anyone else? Kathleen agrees both.

Correct? Exactly. And Patricia is correct. As long as she's maintaining Nebraska as her PSOR, she can work in Iowa under her Nebraska multistate license. There's nothing in here that says... You're all correct. Thank you, Rachel.

There's nothing in here that says she's changing her PSOR to Iowa, nothing in here says she's changing her PSOR to Nevada, okay? Remember on an earlier slide, we said that you're going to come across couples where the husband and wife each have a different primary state of residency for legal purposes. That's their choice.

They can do that if they want, okay? So it's not for anyone to say that they have to have the same legal state of residency. That is up to that individual, okay? So because we know that she has declared Nebraska as her primary state of residence when she goes to work at a civilian hospital in Iowa, then she is going to use her Nebraska license.

Good job. Last scenario, Sara is an active duty nurse. So she's a service person. And she's in the Air Force in Alaska, which is not a compact state. Now Alaska wants her to get trauma training at a major civilian hospital in Washington State, also a non-compact state.

While she was in Alaska, she had an Alaska license, which she currently holds. But she says, "I'm going to be in Washington State, why don't I just get a multistate license so I can save the trouble of having to get a license in every other state where they send me for training." So what, what should she do in this case?

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 endorse RNs since APRNs don't have a compact anyway.

Right. Okay. Very good. You all are getting it very well as to how this works. All right. So let's move forward. Many states have joined the compact since the enhanced compact began, and the enhanced compact began January 19th, 2018.

We just passed the fourth anniversary of the enhanced compact. So if you are a nurse in one of those states that have joined the compact since January of 2018, and I have them listed here, how do you go about getting a multistate license? Well, you're going to want to go through what's called the upgrade process.

And I list these states specifically because when these states joined the compact, you had thousands of nurses in these states who had a single state license that now want to change it to multistate. So these states had to put in a process for upgrading a single state license to a multistate license. So in these states, you will find a specific application on their website that is called an upgrade application or a conversion application, which means to convert your single state license to a multistate license.

And that is what you'll see moving forward as other states join the compact as well. That based on this new compact that started four years ago, which has uniform license requirements, that you don't automatically get a multistate license just because your state joined the compact. That used to be the case prior to 2018.

When a state joined the compact, all nurses in the state automatically were multistate. That's not the case anymore. So when the state does join the compact, like we talked about Vermont coming up next week, right? Vermont nurses are going to need to fill out a specific application to upgrade their single state to multistate.

And that's how this compact works for existing nurses that have a license in that state already, an existing single state license, all right? So you go to the website in your state to look for that specific application. And each state will charge a different fee for that upgrade.

Because the state decides what that fee is, the compact doesn't decide that fee. And I've seen a wide range, but keep in mind that this should be a one-time fee that you pay to upgrade. And when you do upgrade it from single to multistate, that does not change your renewal date. Your renewal date should stay the same.

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 employer and you want to know if that nurse has the authority to practice in your state. You want to know if they have a multistate license. Furthermore, what this website gives you is a map.

As you see the question at the top, where can this nurse practice? And if you click on View Now, it's going to show you a map of all of the states where the nurse has the authority to practice based on all the licenses that the nurse has. So keep in mind, this one example we're looking at, Sandra, only has one license and it's a multistate license, but she may have licenses in many non-compact states as well.

And they would all show here on this one screen. So if you're an employer, you wouldn't know about all these licenses if you just went to the Board of Nursing website to do a lookup. When you go to the Board of Nursing website, you only see that one license that that one state issued.

Why do you want to see all of the licenses that the nurse holds or has ever held? Because there may be discipline attached to some of those licenses. And as an employer, you want to be aware of that as you're hiring a nurse. You want to see the complete picture of this nurse's history with licensure and discipline, and you can only get that through nursys.com.

Okay. We're coming to the end here. We have a subscription that's available called Tip of the Week, which if you go to this link on our website, you will see the ability to subscribe and it sends to your inbox one tip every week. It could be true or false, multiple-choice, or some variety of different tips, but it's a great way to help you learn about the compact in one small snippet at a time every week of the year.

And you can find us on our website or when you receive this recording and the slides, you'll be able to access it that way too. All right. So we're done. And this is my email address, nursecompact@ncsbn.org. You can always reach us there.

We try to respond to emails in the same day or within 24 hours. Or you could go to our website, nlc.gov, where we have a lot of fact sheets but also videos on different topics. And as we said, there is one specific fact sheet about military and military spouses, etc., that pertains to federal nurses as well.

And so that may be helpful especially when someone or an employer or a nurse don't understand how it works for military and military spouses, okay? We do have some time left. It looks like nine minutes left where we can take any questions you might have, any additional questions. If you don't want to type your question in the chat, you can also unmute yourself and you can just speak out loud.

While we're waiting for any questions, I want to let you know that we have posted all of our 2022 webinar dates on our website now. So if you haven't seen that, please take a look at it. And we have one webinar every month on a different topic.

And you're welcome to register for any of those various topics. Each month, we will always provide you with the current information as far as the legislative status of new states joining the compact. So if you don't have questions today, please hang on to my email address because it could be handy when you do come up with a question in the future, and we're happy to help you with that.

I'm not seeing any additional questions come in the chat. So we will go ahead and wrap up the webinar and thank you once again for joining us. And in one week's time, this recording will be posted on our website with the audio, as well as the slides.

So thank you very much. I hope you found this helpful. Take care.