

Employer Nurse Licensure Compact (NLC) Frequently Asked Questions

1. How did we get here and why is Ohio joining the NLC?

The NLC BILL was introduced by the legislature, in order to expand access to nursing health care services for Ohioans through seamless and immediate licensure reciprocity and mobility among Compact States. Governor Mike DeWine signed Ohio Senate Bill 3 into law in July 2021, requiring Ohio to enter the Nurse Licensure Compact (NLC), a multistate agreement which allows nurses to practice in other NLC states by streamlining licensing requirements. The implementation date is set for Jan. 1, 2023, to allow the Ohio Board of Nursing (OBN) to adapt licensing processes and procedures to include multistate licensure.

2. Who is eligible to convert to a multistate license?

Any RN or LPN that meets the [11 uniform licensure requirements](#) is eligible to convert to a multistate license (MSL) beginning Jan. 1, 2023.

3. Do nurses have to get the multi state license?

No, Ohio RNs and LPNs will have the option to convert to an MSL beginning Jan 1, 2023, but it is not required. Ohio nurses will still have the option to renew and maintain their Ohio single state license.

4. What are my duties as an employer?

Legislation requires employers to do the following:

- A. Adhere to all reporting requirements as mandated by the Ohio legislature;
- B. Provide each nurse holding a multistate license (MSL) a copy of board-developed information concerning laws and rules specific to the practice of nursing in Ohio. The OBN shall develop information concerning laws and rules specific to the practice of nursing in Ohio and make that information available on its internet website; and
- C. Nurses with an MSL from another Compact State will not be registered or licensed by the OBN, it is the employers' responsibility to ensure that the nurses' multistate licenses are current and unencumbered.

5. How can I keep track of my nursing staff?

Any organization that employs nurses is encouraged to register their workforce at [Nursys.com](https://www.nursys.com) and to enroll in the Nursys e-Notify updates. Employers can verify a nurse's licensure status using the [QuickConfirm](#) function, which allows users to look at licenses from any Board of Nursing in a compact state and access reports with the licensure and discipline status. Employers can utilize the e-Notify function to receive regular updates of changes to licenses reported directly from participating Boards of Nursing.

6. What happens if nurses do something that is legal in another state, but not Ohio?

The nurses home state will be responsible for conducting any investigations and assigning disciplinary actions. However, employers and contractors are required by [Section 4723.34\(A\) Ohio Revised Code](#), to report the name of a current or former employee or person providing nursing services under a contract to the Ohio Board of Nursing (OBN), when the employer or contractor knows or has reason to believe there is conduct in Ohio that would be grounds for disciplinary action by OBN, under the law.

This includes nurses who have a single state license in Ohio, a multistate license in Ohio when Ohio is the home state, and nurses practicing in Ohio with a privilege to practice.

Ohio employers are required to report when conduct occurs in Ohio for any nurse holding a single state license in Ohio, a multistate license issued by Ohio as the home state, or a nurse with working under an MSL in Ohio with a privilege to practice.

If nurse working under a multistate license where Ohio is not the nurses' primary state of residence (PSOR), OBN will notify the home state of any complaints or investigations. Complaints can be submitted on the [Ohio Board of Nursing Website](#).

7. When will OBN investigate?

If a complaint is submitted about the practice or behavior of an MSL nurse, [Section 4723.28\(H\), Ohio Revised Code](#) requires OBN to investigate evidence that appears to show that a person has violated any provision of law or rules regulating the practice of nursing.

OBN has investigators who work throughout the state, and their job is to gather all relevant information. The employer or contractor should expect that OBN will obtain records and seek information through interviews relevant to the complaint. OBN's investigations are confidential by law, and as such, the Board will not notify the employer or contractor of the step-by-step progress of the investigation.

8. How much is an MSL going to cost?

Nurses who opt to convert to a multistate license will pay a one-time conversion fee at the time of conversion and a renewal fee during the biennial renewal period. Nurses who opt to maintain their single state license will pay their biennial renewal fee.

There is not a cost associated with employing nurses with an MSL. In fact, a multistate license can help remove cost barriers for organizations that employ nurses and share the cost of multiple licenses. Especially for national healthcare organizations who have locations all over the country, many of your nurses will now only need to maintain their MSL to work in any of your health care facilities in other compact states.

9. What do I, as a nurse manager, need to do?

Nurse managers and/or human resources professionals should register their workforce at Nursys.com and enroll to receive Nursys e-Notify updates. Nurse managers and/or human resource professionals also need to meet the reporting requirements as mandated by the Ohio legislature. Employers/nurse managers/human resources professionals will also be required to provide MSL nurses with a copy of information that Senate Bill 3 requires OBN to develop concerning laws and rules specific to the practice of nursing in Ohio.

10. What does NLC mean for nurses?

RNs and LPNs who opt to convert to an MSL will have the ability to practice in person or via telehealth in all other [NLC compact states](#) with their one multistate license. The NLC enhances public protection, access to care, and nurse mobility. It reduces the time and expense of applying for multiple single state licenses and meeting continuing education requirements from different states.

11. What if a nurse with an MSL from another state is hired by my organization?

As long as the nurse's MSL license from another Compact State is unencumbered per the Nursys.Com report, that nurse can work in Ohio immediately as of January 1, 2023. If Ohio becomes that nurse's primary state of residence, they should apply for an Ohio MSL as soon as feasible.