



rational fear in the early years of the NLC. As other states have joined and faced these issue the principles and processes of the NLC have changed to meet early-on obstacles and concerns.

The compact has uniform licensing requirements and background checks performed by the Federal Bureau of Investigation. Applicants must have a criminal background without any felony convictions, pleas or agreed dispositions, misdemeanors convictions are considered on a case by case basis. In addition, to obtain a mulita-state the license the applicant

- must meet the requirement for licensure in their home state.
- must have graduated from a program approved by authorized accrediting body
- passed the NCLEX exam
- hold an unencumbered license.
- must not be in an alternative program

One concern voiced by Gary Bruce in the Lund report was the NLC diluting state licensing standards. Oregon's Licensing Standard require working 900 hours in 5 years and a one-time pain management continuing education of 7 hours. In response to this concern, some states also require practice hours, though many more states require more continuing education than Oregon, for licensure renewal. Though not intended, this may be a step in the beginning of standardization of nurse licensure across the United States.

Nurses naming Oregon as a home state would still report to and be under the jurisdiction of the Oregon Board of Nursing policies and procedures when practicing in Oregon. Nurses from party states are required to adhere to each state's laws and the state's nurse practice act. Oregon may take disciplinary action against a nurse privilege to practice when they violate Oregon laws or the Oregon Nurse Practice Act.

Employers must query Nursys, the National Licensure and Disciplinary Database, an automated license status data bank, accessible to review nurse licensure information such as the applicant's current licensure status, previous disciplinary actions, current participation in an alternative program and current significant investigations. This system is currently used by the Oregon State Board of Nursing (OSBN).

In summary, Oregon is in dire straits to provide enough nurses to care for our population. The NLC maybe another tool in the toolbox to mitigate some of the nursing shortages. The emergency licensure during the pandemic, may give a glimpse of what it will be like to join the NLC. One thing is clear, nurses are working longer hours, with sicker patients and less support than in previous years, this is a recipe for medical errors to occur.