

STATE OF NEW YORK

6292

2025-2026 Regular Sessions

IN ASSEMBLY

March 3, 2025

Introduced by M. of A. JACOBSON -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to certain mandatory disclosures in job advertisements

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. The labor law is amended by adding a new section 219-b to
2 read as follows:

3 § 219-b. Mandatory language in job advertisements. 1. Any advertise-
4 ment of a job, in printed or digital form, by an employer who employs
5 more than ninety-nine individuals, shall state when such job shall be
6 filled as follows:

7 (a) If the job is to be filled in ninety days or less, the advertise-
8 ment shall state in capital letters and bold type: THIS JOB WILL BE
9 FILLED BY (DATE).

10 (b) If the job is expected to be filled more than ninety days from
11 advertising, the advertisement shall state in capital letters and bold
12 type: THIS JOB WILL BE FILLED NO SOONER THAN (DATE).

13 (c) If there is no expectation that the job is to be filled, the
14 advertisement shall state in capital letters and bold type: THERE IS NO
15 INTENTION OF FILLING THIS JOB AND THE EMPLOYER IS SEEKING RESUMES TO
16 REVIEW IN THE FUTURE WHEN JOBS BECOME AVAILABLE.

17 (d) All advertisements shall be changed monthly to reflect correct
18 dates.

19 2. In the event of a violation of subdivision one of this section, the
20 employer will pay to the department a fine of two thousand five hundred
21 dollars for each publication of a job advertisement in a printed format
22 or on a digital platform. This fine shall double for every thirty day
23 period that the advertisement continues.

24 § 2. This act shall take effect immediately.

EXPLANATION--Matter in italics (underscored) is new; matter in brackets
[-] is old law to be omitted.

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