STATE OF NEW YORK

9401

2025-2026 Regular Sessions

IN ASSEMBLY

December 19, 2025

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

AN ACT to amend the labor law, in relation to requiring employers and third-party websites, job boards and recruitment platforms to remove inactive job postings within a certain timeframe

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

Section 1. The labor law is amended by adding a new section 211-b to read as follows:

§ 211-b. Removal of inactive job postings. 1. For purposes of this section, a job posting shall be deemed inactive when:

(a) the employer has filled the position;

(b) the employer no longer intends to hire for the position;

(c) the position has been eliminated or frozen, or funding for such position has been withdrawn; or

(d) the posting was published in error.

2. An employer who publicly advertises a job posting shall remove such posting within fourteen days after the posting no longer represents an active, bona fide vacancy.

3. Where an employer utilizes a third-party website, job board, or recruitment platform to advertise a job posting, the employer shall notify such third-party within seven days after a job posting becomes inactive and such third-party shall remove the posting within seven days of receiving such notice.

4. Nothing in this section shall be construed to prohibit an employer from maintaining postings:

(a) for positions with multiple vacancies;

(b) for positions with rolling or continuous recruitment, provided the employer clearly discloses such status in the posting; or

(c) required by law or collective bargaining agreements.

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

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5. The commissioner shall have the authority to enforce this section. Upon a finding that a violation of this section has occurred, the commissioner may issue:

(a) an order directing removal of the inactive posting;

(b) a cease-and-desist order; and

(c) an administrative fine of not less than one thousand dollars for each violation.

6. The commissioner is authorized and directed to promulgate any rules and regulations necessary to implement the provisions of this section.

§ 2. This act shall take effect immediately.