

STATE OF NEW YORK

9208

IN SENATE

February 13, 2026

Introduced by Sen. C. RYAN -- read twice and ordered printed, and when printed to be committed 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:

- 1 Section 1. The labor law is amended by adding a new section 211-b to
2 read as follows:
- 3 § 211-b. Removal of inactive job postings. 1. For purposes of this
4 section, a job posting shall be deemed inactive when:
5 (a) the employer has filled the position;
6 (b) the employer no longer intends to hire for the position;
7 (c) the position has been eliminated or frozen, or funding for such
8 position has been withdrawn; or
9 (d) the posting was published in error.
10 2. An employer who publicly advertises a job posting shall remove such
11 posting within fourteen days after the posting no longer represents an
12 active, bona fide vacancy.
13 3. Where an employer utilizes a third-party website, job board, or
14 recruitment platform to advertise a job posting, the employer shall
15 notify such third-party within seven days after a job posting becomes
16 inactive and such third-party shall remove the posting within seven days
17 of receiving such notice.
18 4. Nothing in this section shall be construed to prohibit an employer
19 from maintaining postings:
20 (a) for positions with multiple vacancies;
21 (b) for positions with rolling or continuous recruitment, provided the
22 employer clearly discloses such status in the posting; or
23 (c) required by law or collective bargaining agreements.
24 5. The commissioner shall have the authority to enforce this section.
25 Upon a finding that a violation of this section has occurred, the
26 commissioner may issue:
27 (a) an order directing removal of the inactive posting;

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

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1 (b) a cease-and-desist order; and
2 (c) an administrative fine of not less than one thousand dollars for
3 each violation.
4 6. The commissioner is authorized and directed to promulgate any rules
5 and regulations necessary to implement the provisions of this section.
6 § 2. This act shall take effect immediately.