STATE OF NEW YORK

9209

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 to state whether advertised job postings are for existing vacancies or not

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. Job posting advertisements; vacancy disclosure. 1. Every employer who publicly advertises a job posting shall include in the posting a statement disclosing whether the posting is for an existing vacancy or not. The statement shall be clear, conspicuous, and written in a legible font.

2. The commissioner shall have authority to enforce this section. When the commissioner determines that an employer is violating or has violated this section, the commissioner may issue an order to such employer to pay an administrative fine, to cease and desist from violating the section, or both.

§ 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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