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AB-1251 Job postings. (2025-2026)

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AMENDED IN SENATE JUNE 26, 2025

AMENDED IN ASSEMBLY MAY 23, 2025

AMENDED IN ASSEMBLY APRIL 09, 2025

AMENDED IN ASSEMBLY MARCH 24, 2025

CALIFORNIA LEGISLATURE— 2025–2026 REGULAR SESSION

ASSEMBLY BILL

NO. 1251

Introduced by Assembly Member Berman

February 21, 2025

An act to add Article 3.5 (commencing with Section 440) to Chapter 3 of Part 1 of Division 2 of the Labor Code, relating to employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 1251, as amended, Berman. Job postings.

Existing law establishes the Division of Labor Standards Enforcement, under the direction of the Labor Commissioner, within the Department of Industrial Relations to enforce various labor laws. Existing law requires certain employers to disclose certain salary information in job postings.

This bill would require a private employer who publicly advertises a job posting to include in the posting a statement disclosing whether the posting is for a vacancy for the advertised position or ~~not. The bill would make a violation of these provisions unfair competition.~~ *not, as specified.*

Vote: majority Appropriation: no Fiscal Committee: no Local Program: no

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. Article 3.5 (commencing with Section 440) is added to Chapter 3 of Part 1 of Division 2 of the Labor Code, to read:

Article 3.5. Job Postings

440. (a) Every private employer who publicly advertises a job posting shall include in the posting a statement disclosing whether the posting is for a vacancy for the advertised position or not. The statement shall be clear, conspicuous, and written in a legible font.

~~(b) A violation of this section constitutes unfair competition, which includes unfair, deceptive, untrue, or misleading advertising under Section 17200 of the Business and Professions Code.~~