

New Federal Legislation Proposed to End “Ghost Jobs” and Restore Integrity to the Hiring Process

Warrenton, Virginia Jun 28, 2025 ([IssueWire.com](https://www.issuewire.com)) - A coalition of concerned citizens and labor advocates today announced the launch of the **Truth in Job Advertising and Accountability Act (TJAAA)**, a landmark legislative proposal aimed at curbing deceptive job advertisements and protecting the rights of job seekers in the digital labor market.

In an era where many applicants are being misled by outdated, fictitious, or intentionally misleading job postings—often referred to as “ghost jobs”—the TJAAA establishes clear, enforceable standards to ensure that job listings represent genuine hiring intent. The bill’s authors say it’s a necessary response to an increasingly predatory hiring landscape that wastes job seekers’ time, harvests personal data without consent, and undermines trust in the labor market.

“Every job ad should be a genuine opportunity—nothing more, nothing less,” said **Eric Thompson**, founder of the TJAAA Working Group. “We’ve spoken with countless people whose experiences with fake job postings left them frustrated, violated, and disillusioned. This bill is about restoring basic fairness and accountability.”

The TJAAA proposes a suite of reforms, including:

- Required disclosures of job status, salary range, intent to hire, and use of AI in the screening process.
- Prohibition of knowingly posting fictitious, expired, or purely speculative positions.
- Mandatory applicant notifications regarding position status and outcomes.
- Strict limitations on data collection and the reuse of applicant information.
- Enforcement authority granted to the Department of Labor and the FTC.
- A private right of action for those harmed by deceptive job listings.
- Jurisdictional reach to address bad actors outside the U.S. market.

The bill is grounded in Congress’s constitutional authority over interstate commerce and labor standards, and is designed to operate without requiring new taxes or large regulatory overhead.

Supporters of the TJAAA are now calling on lawmakers to sponsor and introduce the bill in Congress. They’ve launched a public website—www.truthinjobads.org—offering full text of the legislation, advocacy tools, and personal testimonies from those affected by deceptive hiring practices.

Media Contact

TJAAA Working Group

*****@gmail.com

Source : TJAAA Working Group

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