

Class A Jobs 411

Recruiter Compliance Guide & State-by-State Risk Appendix

This document is a recruiter-facing compliance and risk-avoidance guide designed specifically for CDL and trucking recruitment. It applies to all advertising formats including job ads, social media posts, SMS, websites, live video, flyers, and third-party recruiter outreach.

WHAT WILL GET YOU IN TROUBLE – NATIONAL OVERVIEW

Recruiters are legally responsible for what they publish. Intent does not matter. If a statement discourages a protected class, misrepresents pay or conditions, or omits material job facts, liability attaches to both the recruiter and the company.

Do Not Say / Say This Instead

| ■ DO NOT SAY | ■ SAY THIS INSTEAD |
|-------------------------|--|
| Young drivers preferred | Must meet DOT minimum age requirements |
| Home daily – easy work | Home daily; night shifts, unload required |
| No felons | Subject to background and carrier safety standards |
| Up to \$2,000/week | \$1,200–\$2,000/week depending on route and hours |
| No touch freight | Driver unload using pallet jack at select stops |
| Local job | Regional runs within listed states |

STATE-BY-STATE RECRUITER RISK APPENDIX

California

- Ban-the-box: no criminal history questions before conditional offer
- Pay range disclosure required
- Strict misclassification enforcement
- Criminal history exclusions heavily regulated

Colorado

- Pay transparency required in all job ads
- Remote ads count if accessible in CO
- Civil penalties for missing pay ranges

New York

- Pay range disclosure required
- Ban-the-box applies statewide
- Independent contractor misclassification scrutiny

Illinois

- Pay transparency law applies
- Criminal background timing restrictions
- Wage misrepresentation penalties

Washington

- Pay range + benefits disclosure required
- Ban-the-box enforcement
- Strong AG enforcement on deception

New Jersey

- Pay transparency law
- Misleading advertising enforcement
- Joint-employer risk for recruiters

Texas

- Fewer ad restrictions, but FTC deception rules still apply
- Misclassification audits common
- False advertising still enforceable

Florida

- Lower statutory restrictions
- Federal EEOC and FTC still apply
- Wage deception is primary risk

Minnesota

- Pay transparency law effective
- Strong worker protection enforcement
- Ad language heavily scrutinized

Pennsylvania

- Misrepresentation and wage claims enforced
- Criminal history policies reviewed
- Independent recruiter liability applies

DISCLAIMER

This document is for training and risk reduction purposes only and does not constitute legal advice. Laws vary by jurisdiction and change frequently. Recruiters are responsible for ensuring compliance with all applicable federal, state, and local laws.

© Class A Jobs 411 – Internal Recruiter Compliance Training Material
Use restricted to Class A Jobs 411 recruiters and partners.