

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.

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