

The goal of this petition is to reduce or eliminate the number of job openings employers post but have no intention of filling.

In January of this year, President Trump's team reported that 227,000 jobs were added to the economy. This is great news! This is, after all, the end result all job seekers are working toward. Unfortunately, the report doesn't mention how many applications those newly employed workers had to complete. It doesn't talk about how many hours those applicants put forth in concentrated efforts to customize their resumes to each individual posting, which they then hand typed into redundant online talent databases - third party products that may or may not have "approved" the application for human review (an approval process the applicant is not privy to unless an HR representative calls to request an interview, usually many weeks or months later).

When an HR representative finally does make contact, the elation and relief a job seeker feels can be enormous - a reprieve from the overwhelming stress of unemployment. The drive to become the perfect candidate kicks into high gear and many more hours are spent researching the company, preparing the perfect 'elevator pitch' and correlating one's background and experience to excellence in the potential new role. Oftentimes, a long commute to and from the interview is involved. A single job posting can result in many hours spent on the entire application, preparation and interview process and most applicants will repeat this process over and over again over the course of months or, in some cases, years.

The problem is that too many employers are posting jobs to "check the temperature" of the employment marketplace. It may be to assess and adjust their own wage policies, to critically assess an existing employee during a review period or to determine the company's competitiveness across an entire department. There are many reasons employers post these "fake" jobs, all of which are for their own benefit. Only occasionally do these postings result in an actual hire. Some employers take a different approach and use a "bait and switch" tactic by posting a higher level job as bait to lure in the best candidates, then switch it with a lower level position when they finally make an offer. In either case, the end result is not the job the candidate applied for.

The proportion of time a determined applicant invests in an employment search can easily be comparable to a full-time job. The goal of the investment is, at best, to achieve financial security in order to live comfortably and support one's family. It is, at worst, to avoid homelessness; therefore, **when an employer posts a job that doesn't exist, they cause potentially hundreds of applicants to unknowingly make an investment that the employer itself knows will never pay off.**

For this reason, I submit that failure to disclose to applicants the nonexistence of any job posted should be considered deceptive, made illegal and be treated as harshly as any other investment fraud (see the US Government's information on Affinity Fraud here: <https://www.sec.gov/investor/pubs/affinity.htm>).

By signing this petition, you'll be asking Edward C. Hugler, acting U.S. Secretary of Labor, to change this part of the unnecessarily laborious, deceptive and ineffective American employment application process. Together, we will ask him to draft and propose an applicant protection law aimed at reducing the slog and helping to put Americans back to work.