

**JONATHAN F. HARRIS**  
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## **ACADEMIC APPOINTMENTS**

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**LMU LOYOLA LAW SCHOOL**, Los Angeles, CA, 2021–present

*Associate Professor of Law*

- Dean’s Advisory Council (2022–2023) (elected by faculty peers)
- Committees (2022–present): Faculty Workshops; Public Interest
- Advisor: Labor & Employment Law Society; Latinx Law Students Association

**NEW YORK UNIVERSITY SCHOOL OF LAW**, New York, NY, 2019–2021

*Acting Assistant Professor, Lawyering Program*

- Faculty Committee on Race, Bias, & Justice; Committee on Negotiations Exercise
- New York City Bar Diversity Fellowship Screening Committee

**MISSISSIPPI COLLEGE SCHOOL OF LAW**, Jackson, MS, 2013

*Adjunct Professor, Legal Writing*

## **RESEARCH & TEACHING INTERESTS**

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Contracts, Labor & Employment Law, Race & the Law, Business Law

## **RESEARCH GRANT & FELLOWSHIP**

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**UNIVERSITY OF CALIFORNIA, STUDENT LOAN LAW INITIATIVE**, 2022–present

- Invited recipient of \$15,000 grant for research on employer-imposed worker debt.

**STUDENT BORROWER PROTECTION CENTER**, *Fellow & Senior Fellow*, 2022–present

## **LAW REVIEW PUBLICATIONS**

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- *Credentialism at Work*, 113 GEO. L.J. (forthcoming 2025)
- *Consumer Law as Work Law*, 112 CALIF. L. REV. 1 (2024) (selected for Harvard/Stanford/Yale Junior Faculty Forum)
- *Economic Duress in U.S. Employment*, 43 COMPAR. LAB. L. & POL’Y J. 569 (2023) (invited contribution to peer-reviewed journal)
- *The New Noncompete: The Training Repayment Agreement Provision (TRAP) as a Scheme to Retain Workers through Debt*, NW. U. L. REV. OF NOTE (2022)
- *Unconscionability in Contracting for Worker Training*, 72 ALA. L. REV. 723 (2021) (reviewed in JOTWELL) (ranked in SSRN all-time top ten downloads for On-the-Job Training ERN; 1st citation in CFPB report & in Sen. Sherrod Brown letter to CFPB)
- *Is There a Right to Job Quality? Reenvisioning Workforce Development* (with Livia Lam), 11 CALIF. L. REV. ONLINE 339 (2020)

## **LAW REVIEW PUBLICATIONS (CONT.)**

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- *Worker Unity and the Law: A Comparative Analysis of the National Labor Relations Act and the Fair Labor Standards Act, and the Hope for the NLRA's Future*, 13 N.Y.C. L. REV. 107 (2009) (winner, Burton Award for Distinguished Writing in a Student Note)

## **BOOK CHAPTER, REPORTS & OTHER WORKS**

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- *Legal Reform for Job Training and Lifelong Learning in the United States* (with Livia Lam) IN EMPLOYMENT, TRAINING, AND LIFELONG LEARNING (forthcoming, Routledge)
- *An Integrated Work Law* (with Dylan Holmes), ACS EXPERT F. (May 14, 2024)
- *The FTC Abolishes Non-Compete Clauses* (with Sandeep Vaheesan), L. & POL. ECON. BLOG (Apr. 25, 2024)
- *STAY OR PAY: FEDERAL ACTIONS TO END MODERN-DAY INDENTURED SERVITUDE ACROSS THE ECONOMY* (with Reed Shaw & Anna Rodriguez), GOVERNING FOR IMPACT & STUDENT BORROWER PROT. CTR. (Dec. 2023)
- *The “Protecting the Right to Organize Act” and the Radical Roots of Labor Law Reform* (with Dylan Holmes), ABA HUM. RTS. MAG. (Oct. 2023) (invited)
- *The Militant Labor Roots of this “Striketober,”* DAILY JOURNAL (Oct. 9, 2023)
- *The FTC’s Proposed Noncompete Ban Still Lets Companies Trap Workers in Bad Jobs,* TRUTHOUT (June 12, 2023)
- *Can Consumer Law Protect Workers?*, L. & POL. ECON. BLOG (Feb. 27, 2023) (invited)
- *TRAPPED AT WORK: HOW BIG BUSINESS USES STUDENT DEBT TO RESTRICT WORKER MOBILITY* (with Chris Hicks), STUDENT BORROWER PROT. CTR. (July 2022)
- *Income Share Agreements Attracting Attention—and Litigation—as New Form of Potentially Abusive Education Debt,* CONTRACTSPROF BLOG (July 21, 2021)
- *Keeping Workers Stuck in Jobs—Training Repayment Agreements as Workarounds to Noncompetes,* CONTRACTSPROF BLOG (July 19, 2021)
- *Bringing Home the Supply Chain* (with Samuel Estreicher), VERDICT (Apr. 15, 2020)
- *COLLECTING UNPAID WAGES & ENFORCING JUDGMENTS IN MARYLAND* (with Molly Theobald), PUB. JUST. CTR. (Aug. 2012)

## **AMICI BRIEFS, AGENCY COMMENTS & LEGISLATIVE TESTIMONY**

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Brief of Amici Curiae, *ATS Tree Services v. FTC, et al.*, Case No.: 2:24-cv-1743-KBH (E.D. Pa. June 7, 2024) (professors’ brief in support of FTC rule banning non-competes) (core drafter of brief)

Brief of Amici Curiae, *Ryan, LLC & Chamber of Commerce, et al. v. FTC*, Case NO. 3:24-CV-986-E (N.D. Tx. June 3, 2024) (professors’ brief in support of FTC rule banning non-competes) (core drafter of brief)

## **AMICI BRIEFS, AGENCY COMMENTS & LEGISLATIVE TESTIMONY (CONT.)**

[Comment Letter to DOL on Proposed Rule on National Apprenticeship System Enhancements](#) (March 18, 2024)

[Testimony before CA Assembly Judiciary Committee on Training Repayment Agreement Provisions \(TRAPs\)](#) (Apr. 25, 2023)

[Comment Letter to FTC on Proposed Rule on Non-Compete Clauses](#) (Apr. 19, 2023) (cited in Final Rule)

[Comment Letter to FTC on Proposed Rule on Non-Compete Clauses](#) (with Rachel Arnow-Richman & Orly Lobel) (Apr. 19, 2023)

[Comment Letter to CFPB on Employer-Driven Debt](#) (Sept. 23, 2022)

[Comment Letter on Dec. 6–7, 2021 FTC & DOJ Workshop, “Making Competition Work: Promoting Competition in Labor Markets”](#) (Dec. 19, 2021)

[Comment Letter to FTC on Contract Terms that May Harm Competition](#) (Sept. 30, 2021)

## **PRESENTATIONS**

**AALS Annual Meeting, *Worker Mobility & the Law*** (organizer/moderator), Jan. 10, 2025

**AALS Annual Meeting, *Socio-Economics & the Future of Labor Rights***, Jan. 9, 2025

### *Credentialism at Work*

- **Cornell Work Law Junior Scholars Workshop**, Nov. 8–9, 2024
- **Temple University Beasley School of Law faculty workshop**, Oct. 9, 2024
- **Colloquium on Scholarship in Employment & Labor Law**, Sept. 13, 2024
- **Third Annual Michael A. Olivas Writing Institute**, June 20, 2024
- **Law & Society Association Annual Meeting**, June 8, 2024
- **Philosophy & Legal Theory Workshop**, June 5, 2024
- **ClassCrits Conference**, Feb. 10, 2024
- **AALS Annual Meeting**, Jan. 3, 2024
- **Equality Law Scholars Forum**, Nov. 11, 2023
- **Colloquium on Scholarship in Employment & Labor Law**, Oct. 27–28, 2023
- **LatCrit Biennial Meeting**, Oct. 7, 2023
- **Law & Society Association Annual Meeting**, June 3, 2023

**National Employment Law Project & Student Borrower Protection Center, *How Cities & States Can Unlock Workers Across the Country from TRAPs***, July 31, 2024

**National Council of Insurance Legislators Summer Conference, *The FTC’s Ban of Non-Competes***, July 18, 2024

## **PRESENTATIONS (CONT.)**

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**National Business Law Scholars Conference**, *Economic Duress in U.S. Employment*, June 24, 2024

**Los Angeles County Bar Association Labor & Employment Section Annual Retreat**, *Bargaining for Quality of Life*, June 9, 2024

**Law & Society Association Annual Meeting**, *Technology at Work*, June 6, 2024

**NYU Labor Center 76th Conference on Labor & Employment Law**, *NLRB and DOL Developments: Who is an Employer? Who is an Employee?*, May 23, 2024

**ABA Section of Dispute Resolution Annual Meeting**, *Arbitration Under Attack: Reform or Revolution?*, Apr. 12, 2024

**Universidad de Santiago de Compostela International Conference on Employment, Training, & Lifelong Learning** (keynote speaker), Apr. 11, 2024

**NYU Law Labor Center 4th Annual Student Scholarship in Labor & Employment Law** (commentator), Mar. 27, 2024

**National Association of Attorneys General**, *Training Repayment Agreement Provisions (TRAPs) & Other “Stay-or-Pay” Contracts* (keynote speaker), Mar. 20, 2024

**AALS Annual Meeting**, *Are Antitrust and Consumer Law the New Work Law?* (organizer & moderator), Jan. 5, 2024

**Convening on Workers, Training Repayment Agreement Provisions (TRAPs), and the Economy** (keynote speaker), UC Irvine School of Law, Dec. 4–5, 2023

### *Consumer Law as Work Law*

- **Harvard/Stanford/Yale Junior Faculty Forum**, June 30, 2023
- **Labour Law Research Network Conference**, Warsaw, Poland, June 27, 2023
- **Berkeley Consumer Law Scholars Conference**, Mar. 3, 2023
- **AALS Roundtable on New Scholarship in Contract Law & Theory**, Jan. 5, 2023
- **Equality Law Scholars Forum**, Nov. 4, 2022 (one of six scholars selected)
- **Colloquium on Scholarship in Employment & Labor Law**, Oct. 21, 2022
- **Southeastern Association of Law Schools Annual Conference**, Aug. 2, 2022
- **First Annual Michael A. Olivas Writing Institute**, July 22, 2022 (invited)
- **Law & Society Association Annual Meeting**, July 15, 2022
- **Labor & Employment Relations Association Annual Meeting**, June 5, 2022 (selected for Best Papers panel)
- **University of Richmond Law School Junior Faculty Forum**, May 12, 2022
- **Santa Clara University Law School Faculty Workshop**, Apr. 20, 2022 (invited)
- **LMU Loyola Law School Lightning Round Faculty Workshop**, Mar. 24, 2022
- **Touro Law Center Faculty Workshop**, Oct. 6, 2021 (invited)

**UC Davis Law Review Symposium**, *Contemporary Labor Struggles*, Oct. 6, 2023

## **PRESENTATIONS (CONT.)**

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**AALS Annual Meeting**, *Challenging Forced Employee Arbitration Agreements*, Jan. 5, 2023

**AALS Entry-Level Faculty Candidate Workshop** (invited panelist), Aug. 16, 2022

### **Southeastern Association of Law Schools Annual Conference**

- Discussant, *Marginalized Groups Under-Protected by Employment Law, Pedagogical Trends in Teaching Workplace Law*, Aug. 2–3, 2022

### *Unconscionability in Contracting for Worker Training*

- **K-CON Conference** (with Eric Posner, commentator), Oct. 1, 2021 (invited)
- **Southeastern Association of Law Schools Annual Conference**, Aug. 4, 2020
- **Law & Society Association Annual Meeting**, May 29, 2020
- **NYU School of Law Scholarship Clinic**, Apr. 13, 2020
- **NYU School of Law Lawyering Scholarship Colloquium**, Mar. 12, 2020
- **LatCrit Biennial Meeting**, Oct. 18, 2019

### *Unconscionability in Contracting for Worker Training* (cont.)

- **Colloquium on Scholarship in Employment & Labor Law**, Oct. 12, 2019

### *Planning for Job Automation: The Workforce Development Paradox*

- **NYU School of Law Lawyering Scholarship Colloquium**, June 25, 2020
- **XV Colloquium on Scholarship in Employment & Labor Law**, Oct. 9, 2020
- **Saint Louis University Law Journal Symposium**, Sept. 18, 2020 (invited)

**LatCrit Biennial Meeting**, *Faculty Development Workshop* (invited panelist), Oct. 7, 2021

**NYU Labor & Employment Law Center**, *Retraining America for the Future of Work*

- Lead Conference Organizer & Moderator, Dec. 3, 2020

### **Southeastern Association of Law Schools Annual Conference**

- *Alt-Labor*, Aug. 4, 2020 (selected panelist)
- Discussant, *The Impact of Emerging Technologies on the Workplace*, Aug. 5, 2020

### **Ohio State University Moritz College of Law Junior Scholars' Workshop**

- *Black Unemployment and Government Jobs Programs*, July 8, 2020 (invited)

### **NYU School of Law 1L Reading Group**

- *A.I. and Machine Learning: Impacts on Work*, Nov. 20, 2019 & Feb. 19, 2020

### **Duke University School of Law & American Bar Foundation Roundtable**

- Discussant, *The Future of Latinos in the U.S.*, Nov. 1–2, 2019

### **Hispanic National Bar Association Annual Convention**

- *A.I. and the Future of Law*, Sept. 27, 2019 (selected panelist)

## PRESENTATIONS (CONT.)

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### ABA Symposium on Technology in Labor & Employment Law

- *Workplace Technology in the Age of #metoo*, Mar. 12, 2019

### ABA Federal Labor Standards Legislation Committee Midwinter Meeting

- *FMLA Recent Developments*, Feb. 27, 2015

### ABA Employment Rights & Responsibilities Committee Midwinter Meeting

- *Civil Remedies Available to Undocumented Workers*, Mar. 30, 2012 (Las Vegas, NV)

## MEDIA MENTIONS & FEATURES

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U. of Fl. School of Law, Converge for Impact, *Professor Jonathan Harris' Scholarship Fuels Efforts to Abolish TRAPs* (Fall 2024)

Sarah Lazare, *Minnesota Workers Strike Down Shady Provision That Restricts Their Freedom of Employment*, AMERICAN PROSPECT (Aug. 15, 2024)

Alexis Waiss, *'Stay-or-Pay' Suits Cast Light on Immigrant Nurse Recruiting*, BLOOMBERG LAW (Aug. 7, 2024)

Danielle Kaye, *Judge Backs Challenge to F.T.C.'s Noncompete Ban, at Least for Now*, N.Y. TIMES (July 3, 2024)

J.J. Prescott, Stewart Schwab, & Evan Starr, *First Evidence on the Use of Training Repayment Agreements in the US Labor Force*, PROMARKET (Mar. 27, 2024) (references to my writing)

Tim Ryan, *Spa Deal Shows Progress of NLRB GC's Noncompete Strategy*, LAW360 (Feb. 15, 2024)

David Dayen, *Federal Agencies Can Disable Employer Debt TRAPs*, AMERICAN PROSPECT (Dec. 6, 2023) (references to my writing)

Robin Kaiser-Schatzlein, *Pay Thousands to Quit Your Job? Some Employers Say So.*, N.Y. TIMES MAG. (Nov. 20, 2023)

Sarah Lynch, *Training Repayment Agreements: What Employers Need to Know for 2024*, INC. (Oct. 16, 2023)

Mark Betancourt, *Health Care Companies Are Using Debt to Trap Nurses on the Job*, MOTHER JONES (Sept. + Oct. 2023)

CBS LOS ANGELES, *Los Angeles City Workers Prepare for One-Day Strike* (Aug. 7, 2023)

## **MEDIA MENTIONS & FEATURES (CONT.)**

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Roxanne Nelson, *Nurses Owe Thousands if They Break 'TRAP' Training Contracts*, MEDSCAPE (July 27, 2023)

Brian De Los Santos, *The “Summer of Strikes”*, LAIST (July 14, 2023)

Michael Gormley, *Bill would outlaw making some lower-wage workers pay cost of training*, NEWSDAY (June 7, 2023)

Jillian Berman, *They recruited IT staffers with the promise of a prestigious career. But there’s a catch—workers had to stay for two years or pay nearly \$24,000*, MARKETWATCH (Apr. 22, 2023)

Sarah Lazare, *How Secret ‘Bondage Fees’ Trap Contracted Workers in Low-Wage Jobs*, AMERICAN PROSPECT (Apr. 21, 2023)

LAIST, HOW TO LA PODCAST (KPCC), *How Successful Are Worker Strikes?* (Mar. 28, 2023)

Shannon Pettypiece, *“Indentured Servitude”: Nurses Hit with Hefty Debt when Trying to Leave Hospitals*, NBC NEWS (Mar. 12, 2023)

Karla L. Miller, *Work Advice: Training Debt Can Keep Employees Trapped at Jobs*, WASH. POST (Feb. 9, 2023)

Josh Eidelson & Zachary Mider, *Giving Four Months’ Notice or Paying to Quit Has These Workers Feeling Trapped*, BLOOMBERG BUSINESSWEEK (Jan. 26, 2023)

NEWSY, THE WHY, *Quick Quitting* (Nov. 29, 2022) (television)

Taryn Luna & Hannah Wiley, *A Sexual Misconduct Settlement Could Threaten #MeToo Progress at California Capitol*, L.A. TIMES (Oct. 23, 2022)

Jacob Zinkula, *Be Careful before “Quick Quitting” and Joining the Great Resignation. Your Employer May Hand You a Bill for Your Job Training.*, BUSINESS INSIDER (Oct. 19, 2022)

KMOX, THE SHOW, *Training Repayment Agreement Provisions* (Oct. 18, 2022) (radio)

Aayat Ali, *Watch Out Great Resigners—These TRAPs Could Cost You*, ALLWORK.SPACE (Oct. 17, 2022)

Diane Bartz, *More U.S. Employers Charging Employees for Job Training if They Quit*, REUTERS (Oct. 17, 2022)

USC ANNENBERG MEDIA, ATVN NEWS, *Disneyland Wages* (Oct. 11, 2022) (television)

Sam Knight, *More US Employers Are Trapping Workers in a New Form of Indentured Servitude*, TRUTHOUT (Sept. 19, 2022)

## **MEDIA MENTIONS & FEATURES (CONT.)**

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Jillian Berman, *'They are Looking for Other Ways to Keep Workers from Leaving Their Jobs': Training Repayment Agreements are the Latest Corporate Battleground in a Tight Labor Market.*, MARKETWATCH (Sept. 1, 2022) (quoted in headline)

Devin Leonard, *'Free' Job Training Can Cost a Fortune for Employees Who Quit*, BLOOMBERG MARKETS (Aug. 11, 2022)

Dave Jamieson, *A PetSmart Dog Groomer Quit Her Job. They Billed Her Thousands of Dollars for Training.*, HUFFPOST (Aug. 4, 2022)

Caitlin Harrington, *Beware the Contract Clause Loading US Workers With Debt*, WIRED (Aug. 4, 2022)

Evan Weinberger & Rebecca Rainey, *Employers Face CFPB Scrutiny Over Job Training Repayment Demands*, BLOOMBERG LAW (Apr. 21, 2022)

Shelby Nelson, *California Bill Looks to Redefine, Scale Back 40-Hour Workweek*, KTLA (Apr. 8, 2022)

Josh Eidelson, *Nurses Who Faced Lawsuits for Quitting Are Fighting Back*, BLOOMBERG BUSINESSWEEK (Feb. 2, 2022)

CBS LOS ANGELES, *Vaccine Mandates & Workplace Violence* (Nov. 9, 2021)

CBS LOS ANGELES, *Worksite Vaccine Mandates* (Aug. 24, 2021)

EMILY ALBERT REYES & LUKE MONEY, *L.A. City Council Votes to Require COVID-19 Vaccine for City Employees*, L.A. TIMES (Aug. 18, 2021)

Elena Botella, *More Workers Are Starting Their Jobs in Debt Under "Training Repayment Agreements,"* FORBES (Jul. 19, 2021)

## **EXPERIENCE**

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**NEW YORK CITY COMMISSION ON HUMAN RIGHTS**, New York, NY, 2017–19  
*Attorney, Law Enforcement Bureau*

Litigated housing and employment discrimination claims. Supervised lawyers. Advised inter-agency working group on immigration matters and assisted in writing legal guidance.

**CALIFORNIA NURSES ASSOCIATION / NATIONAL NURSES UNITED**, Oakland, CA, 2016–17  
*In-House Counsel*

Advised client on contract negotiations and regulatory compliance matters. Led litigation, arbitration, and mediation over contract disputes. First-chaired NLRB trials.



## **EXPERIENCE (CONT.)**

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**COHEN, WEISS AND SIMON LLP**, New York, NY, 2013–16

*Associate*

Represented unions and employees in federal and state court, in arbitration, and before administrative courts. Prepared for jury trial and argued appeals.

**HON. JAMES E. GRAVES, JR.**, U.S. Court of Appeals for the Fifth Circuit, 2012–13

*Judicial Clerk*

**MANHATTAN LEGAL SERVICES**, New York, NY, 2010–11

**PUBLIC JUSTICE CENTER**, Baltimore, MD, 2011–12

*Skadden Fellow*

Provided bilingual legal services, legislative advocacy, and educational outreach in consumer and employment law. Represented consumer debtors and employee-creditors in bankruptcy litigation. Published 83-page guide on post-judgment collections. Drafted successful state legislation for unpaid wage liens. Argued winning consumer law appeal.

**WORKING FAMILIES PARTY**, New York, NY, 2006–07

*Lead Organizer*

Managed issue-based and electoral campaigns in NYC suburbs; supervised organizers. Provided structural assistance to local chapters. Organized fundraisers and led campaigns in favor of statewide domestic worker rights law and against county anti-immigrant bills.

**SOUTH FLORIDA JOBS WITH JUSTICE**, Miami, FL, 2002–05

*Interim Director* (2004–05); *Organizer* (2002–04)

Led coalition of unions and community groups advocating for immigrant and worker rights.

## **EDUCATION**

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**CITY UNIVERSITY OF NEW YORK SCHOOL OF LAW**

J.D., 2010; GPA: 3.84; Associate Editor, *New York City Law Review*

**DUKE UNIVERSITY**

A.B., 2002, *cum laude*; Public Policy & Spanish

## **ADDITIONAL INFORMATION**

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- Chair, AALS Section on Labor Relations & Employment Law
- Executive Committee Member, AALS Section on Employment Discrimination Law
- Organizing Committee Member, Third Annual Michael A. Olivas Writing Institute, UC Davis School of Law, June 20–21, 2024
- City of Los Angeles Civil & Human Rights Department Legal Advisory Group Member
- Member: Law & Society Association; Mexican American Bar Association
- Trained Mediator, New York Peace Institute
- Fluent in Spanish
- Admitted: CA; NY; MD (inactive); U.S. Supreme Court; U.S. Court of Appeals, 5th Circuit; S.D.N.Y.; E.D.N.Y.; W.D.N.Y.