

**JONATHAN F. HARRIS**  
LMU Loyola Law School Los Angeles  
(213) 736-1422 • jonathan.harris@lls.edu

## **ACADEMIC APPOINTMENTS**

---

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

*Associate Professor of Law*

- Teaching Package: Contracts, Employment Law
- Public Interest Faculty Committee

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

---

Contracts, Employment Law, Labor Law, Alternative Dispute Resolution, Race & the Law

## **RESEARCH GRANT**

---

**UNIVERSITY OF CALIFORNIA, IRVINE SCHOOL OF LAW**, Irvine, CA, Mar. 2022–present

*Student Loan Law Initiative Research Grantee*

*Student Borrower Protection Center Fellow*

- Invited grant recipient for research into employer-imposed worker debt.

## **PUBLICATIONS**

---

- *Consumer Law as Work Law* (work in progress)
- *Economic Duress in Employment Contracting*, 42 COMPAR. LAB. L. & POL'Y J. \_\_ (forthcoming 2022) (invited)
- *Unconscionability in Contracting for Worker Training*, 72 ALA. L. REV. 723 (2021) (reviewed in [JOTWELL](#) by Miriam A. Cherry) (ranked in SSRN all-time top ten downloads for On-the-Job Training ERN; cited 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) (ranked in SSRN top ten downloads list for multiple e-journals)
- [COLLECTING UNPAID WAGES & ENFORCING JUDGMENTS IN MARYLAND](#) (with Molly Theobald), PUB. JUST. CTR. (Aug. 2012)
- *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)

## SHORTER WORKS

---

- *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), JUSTIA VERDICT (Apr. 15, 2020)

## EDUCATION

---

### 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

## SELECTED PRESENTATIONS

---

### *Consumer Law as Work Law*

- **Southeastern Association of Law Schools Annual Conference**, Aug. 2, 2022 (nominated & selected for New Scholars Program)
- **First Annual Michael A. Olivas Writing Institute**, July 22, 2022 (invited)
- **Law & Society Association Annual Meeting**, July 13–16, 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 (invited)
- **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** (invited)
- **NYU School of Law Lawyering Scholarship Colloquium**

### *Unconscionability in Contracting for Worker Training*

- **K-CON Conference** (Eric Posner, commentator), Oct. 1, 2021
- **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
- **LatCrit Biennial Meeting**, Oct. 18, 2019 (Atlanta, GA)
- **XIV Colloquium on Scholarship in Employment & Labor Law**, Oct. 12, 2019 (Las Vegas, NV)
- **NYU School of Law Lawyering Scholarship Colloquium**, Aug. 28, 2019, Dec. 11, 2019, & Mar. 12, 2020

## **SELECTED PRESENTATIONS (CONT.)**

---

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

*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**

- *Artificial Intelligence and Machine Learning: The Impact on Work and Workers*, 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 (Durham, NC)

**Hispanic National Bar Association Annual Convention**

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

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

- *Workplace Technology in the Age of #metoo*, Mar. 12, 2019 (Chicago, IL)

**ABA Federal Labor Standards Legislation Committee Midwinter Meeting**

- *FMLA Recent Developments*, Feb. 27, 2015 (Puerto Vallarta, Mex.)

**ABA Employment Rights & Responsibilities Committee Midwinter Meeting**

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

## **AGENCY COMMENTS**

---

[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)

## RECENT MEDIA MENTIONS

---

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

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

Emily Alpert Reyes & Luke Money, *L.A. City Council Votes to Require COVID-19 Vaccines for City Employees*, L.A. TIMES (Aug. 8, 2021)

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

## EXPERIENCE

---

**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 administrative trials. Trained union representatives in arbitration advocacy.

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

*Associate*

Litigated entertainment law claims over residual payments and artists’ intellectual property on behalf of entertainment unions. Advised City union in Detroit municipal bankruptcy suit. Represented other 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.

## **EXPERIENCE (CONT.)**

---

### **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 workers' 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, community organizations, and religious institutions advocating for immigrants' and workers' rights. Supervised staff, guided board of directors, and wrote grant applications and reports.

## **ADDITIONAL INFORMATION**

---

- Secretary-Treasurer, AALS Section on Labor Relations & Employment Law
- Executive Committee Member, AALS Section on Employment Discrimination Law
- City of Los Angeles Civil & Human Rights Department Legal Advisory Group Member
- Jobs to Move America OMB Uniform Guidance Legal Coordinating Committee Member
- Member: Society of American Law Teachers; ClassCrits; Mexican American Bar Association; Law & Society Association; Labor & Employment Relations Association
- Former Mediator, New York Peace Institute
- Fluent in Spanish (legal representation level)
- Admitted: CA; NY (retired); MD (inactive); U.S. Supreme Court; U.S. Court of Appeals, 5th Circuit, S.D.N.Y., E.D.N.Y.