JONATHAN F. HARRIS
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ACADEMIC APPOINTMENTS

TEMPLE UNIVERSITY BEASLEY SCHOOL OF LAW, Philadelphia, PA, 2025–Present
Associate Professor of Law
- Administrative Committee; Career Services Committee

LMU LOYOLA LAW SCHOOL, Los Angeles, CA, 2021–2025
Associate Professor of Law
- Dean's Advisory Council & Compensation Workgroup (elected to both by faculty)
- Committees: Appointments (LRW); Faculty Workshops
- 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

Labor & Employment Law, Consumer Law, Contracts

FELLOWSHIPS & RESEARCH GRANT

TEMPLE UNIVERSITY RESPONSIBLE BUSINESS INSTITUTE, *Faculty Fellow*, 2026–Present

STUDENT BORROWER PROTECTION CENTER, *Senior Fellow*, 2022–2025

UNIVERSITY OF CALIFORNIA, STUDENT LOAN LAW INITIATIVE, 2022–2024
- Invited recipient of grant for research on employer-imposed worker debt.

LAW REVIEW PUBLICATIONS

- *The New Indentured Servitude*, 115 GEO. L.J. (forthcoming 2027)
- *Consumer Law Meets the New Company Store* (with Ben Kaufman), 73 UCLA L. REV. (forthcoming 2026)
- *Credentialism at Work*, 113 GEO. L.J. 1401 (2025)
- *History Absolves the FTC: A Defense of the Rule on Non-Competes and Functional Non-Competes*, HARV. L. REV. BLOG (2025)

LAW REVIEW PUBLICATIONS (CONT.)

- *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)
- *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 NYC L. REV. 107 (2009) (winner, Burton Award for Distinguished Writing in a Student Note)

BOOK CHAPTER, REPORTS, OPINION ESSAYS, & OTHER WORKS

- *Congress Should Protect AI Company Whistleblowers Who Have Signed NDAs* (with Rachel Arnow-Richman & Orly Lobel), S.F. CHRON. (Sept. 23, 2026)
- *Legal Reform for Job Training and Lifelong Learning in the United States* IN EMPLOYMENT, TRAINING, AND LIFELONG LEARNING (with Livia Lam) (Routledge 2026) (book chapter)
- *After the FTC's Retreat: How States are Rewriting the Rules on Worker Mobility*, L. & POL. ECON. BLOG (Sept. 8, 2025)
- *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), 49 A.B.A. HUM. RTS. 26 (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)

BOOK CHAPTER, REPORTS, OPINION ESSAYS, & OTHER WORKS (CONT.)

- *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

Comment on OPM Confidential Government Information Nondisclosure Agreement (with Rachel Arnow-Richman, Mark Fenster, Margaret Kwoka, & Orly Lobel) (June 26, 2026)

Comment on FTC & DOJ Antitrust Division Public Inquiry Regarding Guidance for Collaborations Among Competitors (May 21, 2026)

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)

Comment on DOL 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 on FTC Proposed Rule on Non-Compete Clauses (Apr. 19, 2023) (cited in Final Rule)

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

Comment on CFPB Request for Information on Employer-Driven Debt (Sept. 23, 2022)

Comment on Dec. 6–7, 2021 FTC & DOJ Workshop, "Making Competition Work: Promoting Competition in Labor Markets" (Dec. 19, 2021)

Comment on FTC Inquiry Regarding Contract Terms that May Harm Competition (Sept. 30, 2021)

NOTABLE CITATIONS

Federal Trade Commission, Non-Compete Clause Rule, 16 C.F.R. pt. 910 (May 7, 2024)

National Labor Relations Board, Memorandum GC 25-01 from Jennifer A. Abruzzo, Gen. Couns., on Remedying the Harmful Effects of Non-Compete and "Stay-or-Pay" Provisions that Violate the National Labor Relations Act (Oct. 7, 2024)

Consumer Financial Protection Bureau, Consumer Risks Posed by Employer-Driven Debt (July 20, 2023)

U.S. Senate Banking Committee Letter to CFPB Director on the Use of "Training Repayment Agreements" (Apr. 21, 2022)

PRESENTATIONS

Cost-of-Labor is the New Cost-of-Living: Antitrust Implications of Salary Benchmarking (work-in-progress)

- **Colloquium on Scholarship in Employment and Labor Law**, Sept. 18–19, 2026
- **Antitrust, Business, & Consumer Law Colloquium**, University of Memphis School of Law, Sept. 11, 2026 (invited)
- **AALS Section on Labor Relations & Employment Law & Section on Employment Discrimination Law Works-In-Progress Workshop**, July 22, 2026
- **Washington & Lee University School of Law**, Blue Mountain Writing Retreat, June 15, 2026 (selected for competitive writing workshop)
- **Temple University School of Law Junior Faculty Colloquium**, Mar. 25, 2026

The New Indentured Servitude (work-in-progress)

- **University of North Carolina School of Law Faculty Workshop**, Nov. 12, 2026
- **Law & Society Association Annual Meeting**, May 29, 2026
- **Temple University School of Law Faculty Colloquium**, Apr. 1, 2026
- **Philadelphia Labor & Employment Relations Association**, Feb. 10, 2026
- **Temple University School of Law Junior Faculty Colloquium**, Jan. 21, 2026
- **AALS Annual Meeting**, Socio-Economics Section, Jan. 6, 2026
- **American Economic Association Annual Meeting**, Jan. 3, 2026
- **Southern California Junior Faculty Workshop**, Apr. 12, 2025

National Law Students Workers' Rights Conference, *Wrap-Up Session*, Oct. 16, 2026

Temple Law Review Symposium, *Rethinking Immigrant Workers*, Oct. 8, 2026

Codifying Labor-Management Cooperation for Quality Workforce Development (work-in-progress)

- **Temple University School of Law Junior Faculty Colloquium**, July 21, 2026
- **Philadelphia Junior Faculty Forum**, March 27, 2026

PRESENTATIONS (CONT.)

Law & Society Association Annual Meeting, *Author Meets Reader*, discussant of Elizabeth Tippett's THE MASTER-SERVANT DOCTRINE & Deepa Das Acevedo's THE WAR ON TENURE, May 29, 2026 (invited)

Non-Degree Credentials Research Network Annual Meeting, *What is the Value of Credentials? Why & How do they have Value?*, May 20, 2026

Consumer Law Meets the New Company Store (with Ben Kaufman) (work-in-progress)

- **American Political Science Association Labor Politics Group Workshop**, Mar. 27, 2026
- **Temple University Fox School of Business Center for Ethics, Diversity and Workplace Culture Faculty Research Lunch**, Feb. 9, 2026
- **Association of Law and Political Economy Inaugural Conference**, Feb. 6, 2026
- **National Business Law Scholars Conference**, June 25, 2025

UCLA Law Review Symposium, *Labor in the Age of Platform Capitalism*, Feb. 13, 2026

California Western Law Review Symposium, *Modern Day Labor Activism: Strikes, Lockouts, and Collective Bargaining*, Mar. 28, 2025

Credentialism at Work

- **Cornell Work Law Junior Scholars Workshop**, Nov. 9, 2024
- **Temple University Beasley School of Law Faculty Colloquium**, 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

UC Student Loan Law Initiative, *Cities on the Front Lines: Protecting Students, Borrowers, & Workers*, UC Irvine School of Law, Dec. 9, 2024

Los Angeles County Bar Association Labor & Employment Section Annual Dinner, *A Post-Election Review of What's to Come in Labor & Employment Law*, Nov. 18, 2024

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.)

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.)

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
- **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)

ABA Symposium on Technology in Labor & Employment Law

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

PRESENTATIONS (CONT.)

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

MEDIA MENTIONS & FEATURES

U. of Fl. School of Law, Converge for Impact, *Employment Law Scholars Submit Comment on Proposed Federal-Employee NDA* (Summer 2026)

Sam Heller, *Bramshill Used Return-to-Office Policy to Oust Me: Co-Founder Claims*, FINANCIAL TIMES FUNDFIRE (June 1, 2026)

Nico Abreu & Noah De Haan, *Federal Judge Dismisses Lawsuit Alleging Employment Discrimination by GU*, THE HOYA (Apr. 10, 2026)

Jonathan F. Harris, *From the Picket Line to the Podium: Professor Jonathan Harris on the Field of Labor and Employment Law and Why It Matters Now*, VOICES @ TEMPLE LAW (Mar. 16, 2026)

Cole Cahill, *Class Action Against Boston Beer Noncompetes Raises Questions on Garden Leave Compensation*, CAPITOL FORUM (Jan. 15, 2026)

Chris Marr, *States Tackle "Stay-or-Pay" Contracts as Federal Efforts Wane*, BLOOMBERG LAW (Oct. 30, 2025)

Charles Toutant, *Uptick in 'Stay-or-Pay' Employment Contracts Poised For Courtroom Tests*, LAW.COM (Mar. 6, 2025)

Cole Cahill, *Acting NLRB General Counsel Rescinds Biden-Era Memos on Noncompetes*, CAPITOL FORUM (Feb. 20, 2025)

Braden Campbell, *New GC Memo May Rein In 'Stay Or Pay' Schemes*, LAW360 (Oct. 8, 2024)

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)

MEDIA MENTIONS & FEATURES (CONT.)

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)

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)

MEDIA MENTIONS & FEATURES (CONT.)

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)

YOUTUBE.COM, LEHTO'S LAW, *Employers Demand Payment When Employees Leave* (Oct. 18, 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)

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)

MEDIA MENTIONS & FEATURES (CONT.)

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

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.

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

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

- Executive Committee Member: AALS Section on Poverty Law, AALS Section on Employment Discrimination Law
- Past Chair, AALS Section on Labor Relations & Employment Law
- University of Chicago Press Peer Reviewer (2026)
- *Yale Law Journal* Peer-Review Referee (2025)
- Organizing Committee Member, Third Annual Michael A. Olivas Writing Institute, UC Davis School of Law, June 20–21, 2024
- Trained mediator, Straus Institute for Dispute Resolution at Pepperdine School of Law, New York Peace Institute
- Los Angeles County Superior Court Mediation Volunteer Panel member
- City of Los Angeles Civil & Human Rights Department Legal Advisory Group Member
- Member: Labor & Employment Relations Association, Mexican American Bar Association, Southern California Mediation Association
- 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.