

-NAJEEB NABIL KHOURY, ESQ.

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EDUCATION

University of California, Berkeley

M.A., Near Eastern Studies

Honors: Awarded Degree with Distinction

Berkeley, CA

2007

Harvard Law School

Juris Doctor

Cambridge, MA

2002

Williams College

Bachelor of Arts, History and Political Science

Honors: *magna cum laude*; Erastus C. Benedict, Class of 1821, 2nd Place Prize in History

Williamstown, MA

1999

ARBITRATION/HEARING OFFICER ROSTERS & PANELS

- Federal Mediation and Conciliation Service Arbitration Roster
- California State Mediation & Conciliation Service Arbitration Roster
- California Public Employment Relations Board Factfinder Roster
- Washington State Public Employment Relations Commission Arbitration Roster
- Washington State Public Employment Relations Commission Law Enforcement Roster
- Nevada Local Government Employee-Management Relations Board Arbitration Roster
- Los Angeles Unified School District Personnel Commission Hearing Officer Roster
- Phoenix Employment Relations Board Hearing Officer Roster
- Pacific Gas & Electric and IBEW Local 1245 Arbitration Panel
- American Federation of Government Employees & University of California Arbitration Panel
- United Auto Workers Local 5810 & University of California Arbitration Panel
- Writers Guild of America & Alliance of Motion Picture and Television Producers Arbitration Panel
- United States Postal Service & American Postal Workers Union Arbitration Panel
- California Nurses Association & Desert Regional Medical Center Arbitration Panel
- San Diego UNITE HERE Pension Fund & San Diego UNITE HERE Health Fund Arbitration Panel
- California State University & California Faculty Association Arbitration Panel
- California State University & CSU Employees Union Arbitration and Mediation Panel
- SEIU Local 1021 & HealthRIGHT360 Arbitration Panel

COMMISSIONS

- Commissioner at the Los Angeles County Employee Relations Commission March 2021- Present
- Personnel Commissioner at the Glendale Unified School District May 2020 - Present

WORK EXPERIENCE

City of Los Angeles Employee Relations Board

Executive Director

Los Angeles, CA

August 2018-Present

- Oversee and process unfair labor relations charges, representation issues, arbitrations, mediations, and fact-findings.
- Responsible for the day-to-day operations of the City's Labor Relations Board.
- Handle the budget, supervise personnel and oversee general administration.

Los Angeles Unified School District

Los Angeles, CA

Director of Labor Relations, Chief Labor Negotiator, Associate General Counsel II

2016-2018

- Led Office of Labor Relations for the second largest employer in Los Angeles County.
- Served as Chief Labor Negotiator for employer that has 12 bargaining units representing over 40,000 employees.
- Successfully negotiated a three-year, \$3.3 billion health care agreement.

SEIU Local 721

Los Angeles, CA

Deputy General Counsel

2011-2016

- Represented Union in front of NLRB, LA County Employee Relations Commission, LA City Employee Relations Board, and California State Public Employment Relations Board.
- Represented Union members in arbitrations—settled and won scores of cases as first chair.
- Handled in-house litigation, including as lead counsel on matters before California Court of Appeal.
- Served as chief negotiator for over 4,000 Los Angeles County social workers.

Howarth & Smith

Los Angeles, CA

Managing Attorney and Associate

2007-2011

- Drafted trial and Massachusetts Supreme Judicial Court defense briefs in successful resolution of criminal case.
- First-chaired successful bench trial in California state court.
- Successfully second-chaired and performed direct and cross-examinations at major commercial trials and arbitrations.
- Represented national corporation in civil and criminal cases; represented local medical clinic in breach-of-contract dispute.
- Managed client relationships and firm budgets on a daily basis; conducted case strategy and case administration.
- Led pretrial preparation, including drafting of direct and cross-examination outlines and motions *in limine*.
- Drafted complaints, motions to dismiss, appellate briefs, trial court motions, and mediation/arbitration briefs.
- Conducted discovery (took and defended over two dozen depositions, propounded and responded to discovery requests).

Rosen, Bien & Asaro, LLP

San Francisco, CA

Associate Attorney

2003 – 2004

- Drafted complaints, memoranda, and briefs for plaintiffs in civil rights-related cases.
- Performed pre-complaint investigations into civil rights claims.

Chief Justice Dana Fabe, Alaska Supreme Court

Anchorage, AK

Law Clerk

2002 – 2003

- Researched and drafted pre-oral argument memoranda, Supreme Court opinions, and dissents.

HONORS AND PROFESSIONAL LICENSE

Featured in cover story of the 2009 edition of Southern California *Super Lawyers: Rising Stars*. Selected as Rising Star again in 2010 & 2011 editions. Admitted to the California Bar, and member of the Labor & Employment Section thereof.

FEES

Grievance Arbitration: \$2,300 per day (“per diem”) for hearing, research, review of the record, and preparation of the award. A hearing day is any portion of a day up to eight hours.

Interest Arbitration, Factfinding, and Labor Mediation: \$2,600 per day (“per diem”) for hearing, research, and preparation of reports. A hearing day is any portion of a day up to eight hours.

Cancellation Fee: Applicable per diem cancellation fee for each hearing day cancelled with less than 30 calendar days of notice.

Expenses: Actual cost of reasonable expenses to include airfare, car rental, parking, and lodging. Automobile mileage is charged at the Federal Standard Mileage Rate.