



# DISPUTE RESOLUTION PANEL

---

## MEMBER INFORMATION

Name	<u>Najeeb Khoury</u>
Current Profession	<u>Arbitrator/Mediator/Fact-finder/Commissioner/Executive Director</u>
Mailing Address	<u>PO Box 67, Montrose, CA 91021</u>
Other Address	<u></u>
Telephone	<u></u>
Cell Phone	<u>(213) 304-5286</u>
Email	<u><a href="mailto:nkhouryadr@gmail.com">nkhouryadr@gmail.com</a></u>
Website	<u></u>
Information Updated	<u>March 2021</u>

### Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	5	As Interest Arbitrator	0
As Mediator	10	As Factfinder	8

### Employment with Impartial Labor Relations Administrative Agencies

Organization	<u>Los Angeles Employee Relations Commission</u>		
Position	<u>Commissioner</u>	From / To	<u>2021 – Present</u>
Organization	<u>Los Angeles Employee Relations Board</u>		
Position	<u>Executive Director</u>	From / To	<u>2018 – Present</u>

### Brief Description of Industries and Issues Dealt With

**Industries:** I have been the Deputy General Counsel for a large public sector local, the Chief Negotiator for the second largest school district in the country, the Executive Director at a neutral agency regulating a labor relations ordinance, and a Commissioner at another neutral agency regulating a different labor relations ordinance. My various roles have given me experience in virtually all types of public sector work, including K-12 education, higher education, law enforcement, fire, social work, nursing, custodial services, clerical services, and building trades.

**Issues:** I have extensive experience with issues involving discipline, scheduling, workloads, caseloads, performance evaluations, out-of-class bonuses, overtime, bargaining unit work/contracting out, discrimination, retaliation, and fringe benefits. I have also served as a fact-finding panel chair numerous times, and am familiar with all aspects of public sector bargaining.

**Other Qualifying Experience**

Firm or Organization	Los Angeles Unified School District	
Position	Chief Labor Negotiator, Director of Labor Relations & Associate General Counsel II	
Impartial/Advocacy?	Advocacy	From / To 2016 – 2018
Firm or Organization	SEIU Local 721	
Position	Deputy General Counsel	
Impartial/Advocacy?	Advocacy	From / To 2011 – 2016

**Educational Background**

J.D., Law, Harvard Law School, 2002  
M.A., Near Eastern Studies, U.C. Berkeley, 2006  
B.A., History & Political Science, Williams College, 1999

**Professional Certifications and Licenses**

Attorney at Law, California, 2003

**Membership in Professional Organizations**

None

**Availability and Fees**

- Availability:
  - Grievance Arbitration, Interest Arbitration, Fact-Finding
  - Available for virtual hearings
- Constraints on Time: None
- Current Fees: \$1,900 per diem
- Cancellation Fees: \$1,900 cancellation fee charged for matters canceled with less than 30 calendar days’ notice
- Travel/Subsistence Charges: Actual costs of reasonable expenses charged, including airfare, car rental, parking, and lodging
- Other Fees Charged: Interest on late payments