

# NAJEEB NABIL KHOURY, ESQ.

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## 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-finding.
- 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

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

Los Angeles, CA  
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 that froze the employer's contribution rates for the term of the agreement.
- Interfaced with the media regarding labor relations.
- Defended employer against charges filed at the California State Public Employment Relations Board.

### SEIU Local 721

*Deputy General Counsel*

Los Angeles, CA  
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.
- Managed work and budget for outside litigation involving multiple firms.
- Served as chief negotiator for over 4,000 Los Angeles County social workers.
- Provided general advice and consulting services about compliance, employment issues, and vendor contracts.

### Howarth & Smith

*Managing Attorney and Associate*

Los Angeles, CA  
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

*Associate Attorney*

San Francisco, CA  
2003 – 2004

- Drafted complaints, memoranda, and briefs for plaintiffs in civil rights-related cases.
- Performed pre-complaint investigations into civil rights claims.
- Conducted post-trial discovery in prison reform class action suits, including action to improve medical services for inmates.

### Chief Justice Dana Fabe, Alaska Supreme Court

*Law Clerk*

Anchorage, AK  
2002 – 2003

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

## **EDUCATION**

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**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

## **HONORS AND PROFESSIONAL LICENSE**

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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**

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Per Diem Fee: \$1,750.00

Grievance Arbitration: \$1,750 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.

Cancellation Fee: \$1,750 cancellation fee for each hearing day canceled with less than 21 calendar days’ 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.