

# NAJEEB NABIL KHOURY, ESQ.

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## EDUCATION

**University of California, Berkeley** Berkeley, CA  
M.A., Near Eastern Studies 2007  
Honors: Awarded Degree with Distinction

**Harvard Law School** Cambridge, MA  
*Juris Doctor* 2002

**Williams College** Williamstown, MA  
*Bachelor of Arts*, History and Political Science 1999  
Honors: *magna cum laude*; Erastus C. Benedict, Class of 1821, 2nd Place Prize in History

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## ARBITRATION/HEARING OFFICER ROSTERS

- California State Mediation & Conciliation Service
- California Public Employment Relations Board
- Nevada Local Government Employee-Management Relations Board
- American Federation of Government Employees & Social Security Administration Arbitration Panel
- Los Angeles Unified School District Personnel Commission

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## WORK EXPERIENCE

**City of Los Angeles Employee Relations Board** Los Angeles, CA  
*Executive Director* 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** 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 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** 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.
- 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**

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.
- 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**

Anchorage, AK

*Law Clerk*

2002 – 2003

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

**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 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.