

# -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

## ARBITRATION/HEARING OFFICER ROSTERS & PANELS

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- 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
  - 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
  - Los Angeles Unified School District Personnel Commission Hearing Officer Roster
  - 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
  - Phoenix Employment Relations Board Hearing Officer Roster

## 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** Los Angeles, CA  
*Executive Director* 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.
- 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: \$2,100.00

Grievance Arbitration: \$2,100 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: \$2,100 cancellation fee for each hearing day canceled 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.