



## Scott V. Kamins

Principal

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Scott Kamins focuses his practice in the areas of labor and employment law. He has served as chief spokesperson and lead negotiator in over 500 collective bargaining agreement negotiations in many industries throughout the United States, and in Canada and Puerto Rico, and lead trial attorney in unfair labor practice cases, representation cases and other matters before the National Labor Relations Board. Scott counsels on a day-to-day basis on strategies for interpreting and maximizing rights under collective bargaining agreements, handling terminations and investigations, compliance with the law and all other aspects of the employment relationship.

In his litigation practice, Scott arbitrates labor matters involving discharge, discipline and collective bargaining agreement interpretation, and conducts employment arbitrations pursuant to arbitration agreements. He has served as lead trial attorney in state and federal courts throughout the United States in employment disputes including claims of discrimination, wrongful discharge, breach of restrictive covenant agreements and other employment agreements and enforcing arbitration agreements.

Scott drafts and reviews employee handbooks and policies, and prepares employment contracts, non-competition agreements, arbitration agreements, confidentiality agreements and other employment-related contracts. He handles audits and investigations initiated by the Department of Labor, OSHA, the Internal Revenue Service and other federal and state government agencies. Scott also conducts in-house training on implementing their newly negotiated collective bargaining agreements, best employment practices, updates in labor and employment law and a variety of other topics.

In addition to his labor and employment practice, Scott drafts commercial contracts and litigates commercial contract issues in state and federal courts throughout the United States. Scott also handles labor and employment and other matters relating to the purchase and sale of businesses.

Scott speaks regularly and conducts training around the country on how to effectively operate in a unionized operation. He leads on-site training seminars and regular webinar training series and has created and presented training seminars throughout the United States on “hot topics” and updates in labor and employment law.

### Services

- Labor and Employment
- Restrictive Covenants and Trade Secret Protection

## Education

- University of Maryland (J.D.)
  - Order of the Coif
- Boston University (B.A., *magna cum laude*)

## State Bar Admissions

- Maryland

## Court Admissions

- United States District Court for the District of Maryland
- United States Court of Appeals for the Fourth Circuit