



PRACTICE FOCUS

Mr. Kamins focuses his practice in the areas of labor and employment law. He serves as the Practice Group Leader for the Labor and Employment Practice Group. He has served as chief spokesperson and lead negotiator in over 300 collective bargaining agreement negotiations for employers 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. Mr. Kamins counsels employers 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. Mr. Kamins also assists employers in developing and implementing strategies relating to maintaining a non-union workplace.

In his litigation practice, Mr. Kamins 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.

Mr. Kamins drafts employee handbooks and policies, and prepares employment contracts, non-competition agreements, arbitration agreements, confidentiality agreements and other employment-related contracts. He represents employers in responding to audits and investigations initiated by the Department of Labor, OSHA, the Internal Revenue Service and other federal and state government agencies. Mr. Kamins also conducts in-house training for employers 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, Mr. Kamins drafts commercial contracts, and litigates commercial contract issues in state and federal courts throughout the United States.

POINTS OF DISTINCTION

Mr. Kamins was selected to the 2008 Maryland Super Lawyers list; Super Lawyers is a rating service of outstanding lawyers from more than 70 practice areas who have attained a high-degree of peer recognition and professional achievement.

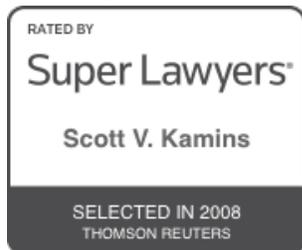
EDUCATION

- JD., University of Maryland, Order of the Coif
- BA. (Magna Cum Laude), Boston University

ADMISSIONS

- Maryland
- District of Columbia
- United States District Court, District Court of Maryland
- United States Court of Appeals, Fourth Circuit

AWARDS



SCOTT V. KAMINS
Principal and Practice Group
Leader Labor and
Employment, Baltimore

PRACTICE AREAS

- Restrictive Covenants and Trade Secret Protection
- Labor and Employment Law

**PUBLICATIONS SPEAKING
ENGAGEMENTS**

Mr. Kamins speaks regularly and conducts training around the country for non-union employers on union avoidance strategies, and for unionized employers on how to effectively manage a business in a unionized setting. Mr. Kamins leads on-site training seminars and regular webinar training series for trade associations and employers, and has created and presented training seminars for employers throughout the United States on “hot topics” and updates in labor and employment law.