

Scott Collins

Education

University of Hawaii at Manoa

Bachelor's Degree in Sociology: 2007 – 2012

University of Hawaii at Manoa - Shidler College of Business

Masters Degree in Human Resource Management: 2012 – 2014

University of Hawaii at Manoa – William S. Richardson School of Law

Juris Doctor Degree: 2015 – 2018

Professional Experience

Hawaii Government Employees Association (2014-Present)

Field Services Officer: March 2021 – Present

- Supervises and manages 9 staff including the Member Services Center which handles all incoming calls and emails from members statewide. Also supervises the Advocacy section which handles all investigations, grievances, and arbitrations for the island of Oahu. Provides representation to members in investigations, grievances, and arbitrations. Participates in strategic planning and organizational structure and improvements. Performs presentations for member trainings and events. Supports the Executive Director and Deputy Executive Director.

Negotiations

Currently overseeing all 9 HGEA Bargaining Units (02, 03, 04, 06, 08, 09, 13, 14, 15) for the upcoming round of Negotiations with the Employer group (Contracts beginning July 1, 2025).

Lead staff for Unit 13 Governance and Negotiations since 2019. Unit 13 is a professional and scientific class that has over 8,000 members statewide. As lead staff I drafted and submitted contract proposals to the State during negotiation periods. Met and managed the negotiating team and their priorities. Presented at ratification meetings when members were voting to accept or decline tentative agreements reached.

Arbitration

Lead counsel in 8 arbitration cases over the last three years. Cases include termination, suspension, non-discipline contract interpretation, etc. Most recent case was HGEA v. County of Hawaii regarding Temporary Hazard Pay for all employees who worked during the COVID-19 pandemic. Hearing lasted over two weeks and impacts over 1,500 employees. Duties as lead counsel in arbitration include preparing and submitting witness lists, exhibit lists, and pre-hearing statement prior to the arbitration hearing. Prepping and direct examining Union witnesses in the hearing. Cross-examining employer witnesses in the hearing. Presenting the case and union merits throughout the hearing. Writing and submitting the post hearing argumentative brief on behalf of the union.

Hawaii Island Division Chief: June 2019 – March 2021

- Oversaw the Hawaii Island HGEA Office and Staff. Supervised six employees and provided constant guidance and direction regarding grievances, member governance, and other workplace issues. Managed overall operations including building and facility maintenance. Lead political action program for the 2020 Election Cycle. Reviewed all consultations for Hawaii Island.

Union Agent: September 2014 – June 2019

-Conducts investigations and analyzes pertinent material and information relating to member grievances and benefit claims. Prepares steps I, II, and III grievances for presentation and representation of members in accordance with contractual provisions. Prepares and presents arbitration recommendations for cases pending the final grievance step. Serves as a resource person to members, Stewards, Union Agents and responds to routine inquiries regarding contract provisions, civil service rules, and regulations and departmental procedures. Assist in grievance arbitrations such as prepping witnesses, preparing exhibits, and drafting closing argument briefs.

Office of United States Senator Brian Schatz (2017)

Intern: May 2017 – August 2017

- Assist in day to day operations of the office. Deal with constituent services included those visiting Washington D.C. as well as in Hawaii and have contacted the office with questions or concerns. Sit in numerous briefings in an array of topics. Draft informational briefs for staff and the Senator. Conduct legal research.

Hawaii State Legislature – House Majority Leader Scott Saiki (2017)

Extern/Legislative Aide: January 2017 – May 2017

-Conducts legal research on selected issues currently relevant to the state legislature. Draft and track bills and resolutions. Assists in day to day operations of the legislative office. Conduct legal research.

Boards and Commissions

Hawaii Workforce Development Council

State Board Member: 2021-Present

Participated in preparing and overseeing the comprehensive state plan for workforce development in the state of Hawaii, and for advising the Governor, via annual reports, on state policies and funding priorities that it believes should be adopted by the state government in order to address the unmet workforce and economic development needs across the state.

References can be submitted upon request.