

S. Libby Henninger

Shareholder

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Focus Areas

Wage and Hour
Employment Practices Audits
Discrimination and Harassment
Class Actions
Leaves of Absence and Disability Accommodation

Overview

Libby Henninger advises and represents employers in a broad range of employment law matters arising under federal and state laws, including claims based on:

- The Fair Labor Standards Act
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- The District of Columbia Accrued Sick and Safe Leave Act
- Title VII of the Civil Rights Act
- The Maryland Flexible Leave Act

In addition, Libby also handles arbitration and mediation, conducts compliance audits relating to the FLSA and state wage and hour law, pay practices and employment procedures and provides compliance counseling for her clients, working daily with a former Department of Labor Wage and Hour Administrator.

She is a core team member of Littler's Compliance Audit Services Practice Group and an architect of Littler's AuditQB program.

She also works on administrative matters before the Equal Employment Opportunity Commission and the Department of Labor, as well as state agencies, and has worked on several appellate matters before the Ninth Circuit Court of Appeals.

Professional and Community Affiliations

- Member, American Bar Association
- Member, District of Columbia Bar Association
- Member, Maryland State Bar Association
- Member, Nevada Bar Association
- Member, Clark County Bar Association
- Member, Restaurant Association of Metropolitan Washington

Education

J.D., Georgetown University Law Center, 2004

B.A., American University, 2001

Bar Admissions

District of Columbia

Maryland

Nevada

Courts

U.S. Supreme Court

U.S. Court of Appeals, D.C. Circuit

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 9th Circuit

Publications & Press

Employers Adjust to Implementation of Paid-Sick-Leave Laws

SHRM Online

January 22, 2016

The OFCCP's Pay Secrecy Final Rule for Federal Contractors and Subcontractors is Now Effective

Littler Insight

January 19, 2016

DC Bill Would Provide Most Generous Paid Leave Benefits in the Nation

Littler Insight

October 14, 2015

Montgomery County, Maryland Joins the Jurisdictions Requiring Paid Sick Leave, Alters the Employer Tip Credit

Littler Insight

July 7, 2015

DOL Publishes the Proposed Revisions to the White Collar Regulations and Sets a Deadline to Submit Comments

Littler ASAP

July 7, 2015

Preventing Wage Secrecy in DC: Another Layer to the Regulatory Onion

Littler Insight

April 28, 2015

District of Columbia Increases Inspections Following Wage Theft Law Implementation

Littler ASAP

April 17, 2015

D.C.: Template for 'Wage Theft Prevention Amendment Act' Notices Issued

Society for Human Resource Management (SHRM)

March 6, 2015

District of Columbia Issues Template "Wage Theft Prevention Amendment Act" Notices

Littler Insight

March 5, 2015

New Protections for Pregnant Employees Set to Take Effect in the District of Columbia

Littler Insight

February 27, 2015

Maryland Court Signals the State's Wage Payment and Collection Law is a "Strong" Public Policy and an Out-of-State Employer's Choice of Law Provision Will Not Likely Be Enforceable

Littler ASAP

February 17, 2015

DC's Amended Wage Theft Prevention Act Expands Employer Penalties and Imposes New Notice Requirements

Littler Insight

January 19, 2015

Littler Elevates 16 Attorneys to Shareholder

Littler Press Release

January 5, 2015

D.C.: Sick and Safe Leave Act Amendments Take Effect

Society for Human Resource Management (SHRM)

September 29, 2014

DC Sick and Safe Leave Act Amendments Take Effect; DC Issues Revised Poster

Littler Insight

September 25, 2014

President Obama Directs the Department of Labor to Revise Federal Overtime Regulations

Littler Insight

March 18, 2014

District of Columbia Greatly Expands Paid Sick Leave Coverage, Enforcement, and Penalties with Amendments to the Accrued Sick and Safe Leave Act

Littler Insight

February 14, 2014

Christopher V. SmithKline: Impact On Pharma — And Beyond

Law360.com

June 29, 2012

U.S. Supreme Court Holds Pharmaceutical Sales Representatives Are Exempt Outside Sales Employees and Rebukes DOL's Efforts to Regulate Via Amicus Filings

Littler Insight

June 20, 2012

U.S. Supreme Court Holds Pharmaceutical Sales Reps Are Exempt Outside Sales Employees

Littler ASAP

June 18, 2012

The Supreme Court Weighs Overtime for Pharmaceutical Representatives

Littler ASAP

April 16, 2012

D.C. Passes the Accrued Sick and Safe Leave Act of 2008

Littler Insight

May 30, 2008

Speaking Engagements

Anticipating Immigration-Related Audits: How to Navigate an Unpredictable DOL

April 5, 2016

Keep Your Hands Clean...Learn About the Top Employment Laws Impacting Restaurant Owners

Washington, DC

September 17, 2015

Proposed Changes to the Overtime Regulations

July 6, 2015

Running the Federal and State Gauntlet: Surviving Expanding ADA, FML A, and Paid Sick Obligations

Littler Mendelson, Washington D.C.

June 25, 2015

Wage and Hour Compliance

Las Vegas, NV

April 19, 2012

Books & Chapters

- The Fair Labor Standards Act, *Section of Labor and Employment Law - American Bar Association*, 2008 Cumulative Supplement, Co-Author: Amy P. Maloney, 2008