



S. Libby Henninger

Shareholder

815 Connecticut Avenue NW
Suite 400
Washington, DC 20006
main: (202) 842-3400
direct: (202) 772-2527
fax: (202) 842-0011
lhenninger@littler.com



Focus Areas

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

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

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (May Edition)

Littler WPI Report

June 4, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (April Edition)

Littler WPI Report

May 2, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (March Edition)

Littler WPI Report

April 1, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (February Edition)

Littler WPI Report

February 28, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (January Edition)

Littler WPI Report

January 31, 2019

WPI Wage Watch: Minimum Wage, Tip and Overtime Developments (December Edition)

Littler WPI Report

December 31, 2018

WPI Wage Watch: Minimum Wage, Tip and Overtime Developments (November Edition)

Littler WPI Report

November 30, 2018

Minimum Wage, Tipped and Exempt Employee Pay in 2019: A Rates-Only Update

Littler Insight

November 19, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (October Edition)

Littler WPI Report

October 31, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (September Edition)

Littler WPI Report

October 3, 2018

Littler's WPI Labor Day Report 2018

Littler WPI Report

August 30, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (August Edition)

Littler WPI Report

August 31, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (July Edition)

Littler WPI Report

July 31, 2018

Paid Leave Laws Making PTO Banks a Compliance Pain

Bloomberg Law

July 2, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (June Edition)

Littler WPI Report

June 29, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (May Edition)

Littler WPI Report

May 31, 2018

Dear Littler: Do We Have to Pay Our Summer Interns?

Dear Littler

May 15, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (April Edition)

Littler WPI Report

April 30, 2018

Can Employers Pay Tipped Workers Less Than Minimum Wage?

SHRM Online

April 23, 2018

Know the Law Before Paying Students Less Than Minimum Wage

SHRM Online

April 19, 2018

Lawmakers Work to End Subminimum Wages for Workers with Disabilities

SHRM Online

April 6, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (March Edition)

Littler WPI Report

March 30, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (February Edition)

Littler WPI Report

March 1, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (January Edition)

Littler WPI Report

January 31, 2018

Maryland Becomes the Latest State to Require Paid Sick and Safe Leave

Littler Insight

January 17, 2018

WPI Wage Watch: Minimum Wage and Overtime Updates (December Edition)

Littler WPI Report

December 29, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (November Edition)

Littler WPI Report

November 30, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (October Edition)

Littler WPI Report

October 31, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (September Edition)

Littler WPI Report

September 29, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (August Edition)

Littler WPI Report

August 30, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (July Edition)

Littler WPI Report

July 31, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (June Edition)

Littler WPI Report

June 30, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (May Edition)

Littler WPI Report

May 31, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (April Edition)

Littler WPI Report

April 28, 2017

District of Columbia Enacts the Universal Paid Leave Act

Littler Insight

April 24, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (March Edition)

Littler WPI Report

March 30, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (February Edition)

Littler WPI Report

February 28, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (January Edition)

Littler WPI Report

January 31, 2017

District of Columbia Passes Expansive Paid Leave Law

Littler Insight

December 22, 2016

Montgomery County, Maryland Sick and Safe Leave Law Amended to Permit Use for Birth, Adoption, Foster Care, and Bonding

Littler ASAP

November 7, 2016

New Department of Labor Regulations Significantly Impact Compensation Requirements for Salaried Employees

Restaurant Association Metropolitan Washington

July 11, 2016

Legal Landmines for Restaurant Owners

Food & Beverage Magazine

July 1, 2016

What are the Most Significant Changes the DOL Made to the FLSA's White Collar Overtime Regulations?

Littler Insight

May 31, 2016

What To Know About The DOL's New Overtime Regulations

Law360

May 26, 2016

Department of Labor Stepping Up Enforcement Efforts

Restaurant Hospitality

April 4, 2016

Managing the Employment Relationship in District of Columbia

Lexology

March 29, 2016

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

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

Littler ASAP

July 7, 2015

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

Littler Insight

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

2019 Mid-Atlantic Employer Conference

Washington, DC

June 7, 2019

Predicting the Future of Predictive Scheduling: What Employers Need to Know Now

October 9, 2018

Hot Topics in Working Hard and Hardly Working: Paid Leave Laws, USDOL PAID Program, and Wage Payment and Collection Act Enforcement

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018

Misclassification

Littler Executive Employer, Phoenix, AZ
May 4, 2018

Capital Briefing - What Labor and Employment Policy Changes Lie Ahead?

2017 Mid-Atlantic Employer Conference, Washington, D.C.
June 6, 2017

Immigration Compliance Updates Under the Trump Administration

2017 Mid-Atlantic Employer Conference, Washington, D.C.
June 6, 2017

The Department of Labor: A Look Ahead

May 11, 2017

What's New in Sick Leave: Your Annual Check-Up

Tysons Corner, VA
October 19, 2016

Working on Overtime: Preparing for DOL's Changes to the FLSA Overtime Regulations

Accounting Principals
July 27, 2016

2016 Mid-Atlantic Employer Conference

Washington, DC
June 7, 2016

DOL Issues Final Overtime Rule - May 31

May 31, 2016

DOL Issues Final Overtime Rule - May 23

May 23, 2016

DOL Issues Final Overtime Rule - May 20

May 20, 2016

DOL Issues Final Overtime Rule - May 19

May 19, 2016

The Limits of Work Time: What is Compensable Time?

May 5, 2016

Preparing for Change: Revisions to the FLSA Overtime Regulations

The 2016 Executive Employer® Conference, Scottsdale, AZ
May 5, 2016

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 & Book Chapters

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