



## Gregory E. Henninger

### ASSOCIATE

Boston

857.263.2000

ghenninger@grsm.com

---

### RELATED SERVICES

- Employment
- Labor

### OFFICES

- Boston

### OVERVIEW

Gregory (“Greg”) E. Henninger advises and represents employers of all sizes, from mom-and-pop businesses to Fortune 500 companies, in various labor and employment matters. Such matters include claims of wrongful termination, discrimination, harassment, retaliation, whistleblowing, confidentiality agreements, noncompetition agreements, wage and hour violations, and failure to accommodate before state and federal courts, agencies, arbitration panels, and at mediation.

In his practice, Greg has obtained numerous successful outcomes for employers, including: obtaining multiple dismissals of various discrimination claims in state and federal agencies; assisting in obtaining summary judgment in a whistleblower claim in federal court; and assisting in obtaining summary judgment in a race discrimination claim in arbitration. Greg also advises employers regarding various human resources matters, including accommodation requests, hiring and termination decisions, and compliance with state and federal laws and regulations. His advice has been cited by publications, such as the Providence Business News.

## REPRESENTATIVE EXPERIENCE

Some highlights of his experience include the following:

- Representing a Fortune 200 company at trial before the National Labor Relations Board
- Multiple representations of a Fortune 10 company in arbitrations
- Representing a national company in EEOC proceedings across the country
- Conducting pre-litigation investigations for an education nonprofit institute.

## PRESENTATIONS

- Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs, LexisNexis|Practical Guidance, July 25, 2023
- Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs, Insight, June 30, 2023
- New R.I. law ensures gratuities get into the right hands. pbn.com. August 19, 2022
- Rhode Island Enacts New “Tip Protection” Law. ASAP. July 13, 2022
- Rhode Island Enacts Comprehensive Pay Equity Law. Insight. July 28, 2021
- 2015 Survey of Rhode Island Case Law, *Gianfrancesco v. A.R. Bilodeau, Inc.*, 21 Roger Williams U. L. Rev. 811 (2016).

## CREDENTIALS

### Admissions

- Massachusetts
- Connecticut
- Rhode Island
- U.S. District Court, District of Massachusetts
- U.S. District Court, District of Rhode Island

### Memberships

- Rhode Island Bar Association

### Community Involvement

- Narragansett Bay Symphony Community Orchestra, President

### Education

- J.D., *cum laude*, Rogers Williams University School of Law, 2017
  - *Roger Williams University Law Review*, Notes & Comments Editor
  - CALI Award for the Highest Grade in Trusts & Estates and Business Organizations

- B.A., *magna cum laude*, Political Science & Music, University of Mary Washington, 2014