



Office of Labor Standards ♦ Seattle Office for Civil Rights
DECEMBER 2016 MONTHLY DASHBOARD

Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 9/1/2012
- Fair Chance Employment (FCE) 11/1/2013
- Wage Theft (WT) 4/1/2015
- Minimum Wage (MW) 4/1/2015
- Hotel Employees Health and Safety Initiative (HEHS) 11/30/2016
- Secure Scheduling (SS) To Take Effect 7/1/2017

A. Employer Inquiries

| | December 2016 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | 37 | 655 | 3,850 |
| FCE | 6 | 30 | 214 |
| WT/MW | 46 | 597 | 1,602 |
| WT | 2 | 212 | 299 |
| MW | 44 | 385 | 1,303 |
| HEHS | 14 | 19 | 19 |
| SS | 3 | 35 | 35 |
| General | 11 | 32 | 32 |
| Total | 117 | 1,368 | 5,752 |

B. Employee Inquiries

| | December 2016 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | 42 | 401 | 1,321 |
| FCE | 1 | 30 | 120 |
| WT/MW | 35 | 460 | 729 |
| WT | 18 | 234 | 345 |
| MW | 17 | 226 | 384 |
| SS | 2 | 3 | 3 |
| Total | 78 | 892 | 2,171 |

C. Investigations – NEW

| | December 2016 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | 4 | 86 | 225 |
| FCE | 4 | 32 | 95 |
| WT/MW | 3 | 88 | 160 |
| WT | - | 17 | 28 |
| MW | 3 | 71 | 132 |
| Total | 11 | 206 | 480 |

D. Investigations – CLOSED

Closures do not include Advisory Letters that were used for initial enforcement of PSST and FCE. When SOCR discontinued this method in January 2015, the office had resolved 200 PSST and 13 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

| | December 2016 | Year to Date | Since Implementation |
|-------------------------|---------------|--------------|----------------------|
| PSST | 2 | 55 | 143 |
| Dismissal | - | 6 | 18 |
| Settlement | 1 | 37 | 82 |
| No Violation | 1 | 10 | 29 |
| Director's Order | - | 2 | 14 |
| FCE | - | 13 | 69 |
| Dismissal | - | 2 | 7 |
| Settlement | - | 4 | 42 |
| No Violation | - | 4 | 10 |
| Director's Order | - | 3 | 10 |
| WT/MW | 2 | 70 | 85 |
| Dismissal | - | 7 | 9 |
| Settlement | - | 36 | 44 |
| No Violation | 1 | 18 | 19 |
| Director's Order | 1 | 9 | 13 |
| <i>WT</i> | <i>1</i> | <i>17</i> | <i>18</i> |
| <i>Dismissal</i> | <i>-</i> | <i>3</i> | <i>4</i> |
| <i>Settlement</i> | <i>-</i> | <i>7</i> | <i>7</i> |
| <i>No Violation</i> | <i>1</i> | <i>6</i> | <i>7</i> |
| <i>Director's Order</i> | <i>-</i> | <i>-</i> | <i>-</i> |
| <i>MW</i> | <i>1</i> | <i>53</i> | <i>67</i> |
| <i>Dismissal</i> | <i>-</i> | <i>4</i> | <i>5</i> |
| <i>Settlement</i> | <i>-</i> | <i>29</i> | <i>37</i> |
| <i>No Violation</i> | <i>-</i> | <i>11</i> | <i>12</i> |
| <i>Director's Order</i> | <i>1</i> | <i>9</i> | <i>13</i> |
| Total | 4 | 138 | 297 |

E. Investigations – OPEN

| As of December 31, 2016 | |
|-------------------------|------------|
| PSST | 82 |
| FCE | 26 |
| WT | 75 |
| <i>WT</i> | <i>10</i> |
| <i>MW</i> | <i>65</i> |
| Total | 183 |

F. Average # Days to Resolve Investigation

| | December 2016 | Year to Date | Since Implementation |
|-----------------------|---------------|--------------|----------------------|
| PSST | 403 | 196 | 165 |
| FCE | - | 154 | 97 |
| WT | 380 | 224 | 209 |
| <i>WT</i> | <i>245</i> | <i>232</i> | <i>221</i> |
| <i>MW</i> | <i>514</i> | <i>221</i> | <i>206</i> |
| All Ordinances | 391 | 206 | 161 |

G. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation). Collections of unpaid final orders (\$150,906.45) have been referred to the City Legal Department. A significant portion of the unpaid final orders (\$140,947.28) is due from employer that filed for bankruptcy.

| | December 2016 | Year to Date | Since Implementation |
|---|--------------------|---------------------|----------------------|
| PSST | \$27,661.09 | \$130,020.30 | \$176,588.42 |
| \$ Employee Remedy | \$26,161.09 | \$126,395.30 | \$171,963.42 |
| Civil Penalties | \$1,500 | \$3,625 | \$4,625 |
| % Collected of Amount Due | 100% | 100% | 100% |
| % Collected of Investigations with Amount Due | 100% (1 of 1) | 100% (23 of 23) | 100% (52 of 52) |
| FCE | - | \$750 | \$20,000 |
| \$ Employee Remedy | - | \$750 | \$19,250 |
| Civil Penalties | - | - | \$750 |
| % Collected of Amount Due | - | 100% | 100% |
| % Collected of Investigations with Amount Due | - | 100% (1 of 1) | 100% (4 of 4) |
| WT/MW | \$348.64 | \$283,432.68 | \$447,999.74 |
| \$ Employee Remedy | \$98.64 | \$263,112.68 | \$420,079.74 |
| Civil Penalties | \$250 | \$20,320 | \$27,920 |
| % Collected of Amount Due | 100% | 54.65% | 37.63% |
| % Collected of Investigations with Amount Due | 100% (1 of 1) | 82.93% (34 of 41) | 78.43% (40 of 51) |
| WT | - | \$24,252.32 | \$24,252.32 |
| \$ Employee Remedy | - | \$24,252.32 | \$24,252.32 |
| Civil Penalties | - | - | - |
| % Collected of Amount Due | - | 100% | 100% |
| % Collected of Investigations with Amount Due | - | 100% (6 of 6) | 100% (6 of 6) |
| MW | \$348.64 | \$259,180.36 | \$423,747.42 |
| \$ Employee Remedy | \$98.64 | \$238,860.36 | \$395,827.42 |
| Civil Penalties | \$250 | \$20,320 | \$27,920 |
| % Collected of Amount Due | 100% | 50.41% | 34.06% |
| % Collected of Investigations with Amount Due | 100% (1 of 1) | 80% (28 of 35) | 75.56% (34 of 45) |
| Total | \$28,009.73 | \$414,202.98 | \$644,588.16 |
| \$ Employee Remedy | \$26,259.73 | \$390,257.98 | \$611,293.16 |
| Civil Penalties | \$1,750 | \$23,945 | \$33,295 |
| % Collected of Amount Due | 100% | 68.97% | 56.65% |
| % Collected of Investigations with Amount Due | 100% (2 of 2) | 89.23% (58 of 65) | 89.72% (96 of 107) |

H. Number of Employees Awarded Monetary Remedies

| | December 2016 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | 1 | 236 | 327 |
| FCE | - | 1 | 3 |
| WT | 7 | 546 | 693 |
| <i>WT</i> | - | 10 | 10 |
| <i>MW</i> | 7 | 536 | 683 |
| Total | 8 | 783 | 1,023 |

I. Employer Trainings

Employers are required to participate in a labor standards training after a settlement/final order.

| | December 2016 | Year to Date | Since Implementation |
|--|---------------|--------------|----------------------|
| | 3 | 48 | 59 |

J. Compliance Reviews - NEW

Compliance reviews monitor an employer's labor standards compliance after a settlement/final order.

| | December 2016 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | 3 | 37 | 52 |
| FCE | 0 | 29 | 39 |
| WT/MW | 4 | 22 | 23 |
| <i>WT</i> | 2 | 2 | 2 |
| <i>MW</i> | - | 20 | 21 |
| Total | 3 | 88 | 114 |

K. Compliance Reviews – CLOSED

| | December 2016 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | - | 22 | 28 |
| FCE | - | 31 | 38 |
| WT/MW | - | 3 | 3 |
| <i>WT</i> | - | - | - |
| <i>MW</i> | - | 3 | 3 |
| Total | 0 | 56 | 69 |

L. Compliance Reviews – OPEN

| | December 2016 |
|--------------|---------------|
| PSST | 24 |
| FCE | 1 |
| WT/MW | 20 |
| <i>WT</i> | 2 |
| <i>MW</i> | 18 |
| Total | 45 |