



# Office of Labor Standards ♦ Seattle Office for Civil Rights JANUARY 2017 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

	January 2017	Year to Date	Since Implementation
PSST	48	48	3,898
FCE	3	3	217
WT/MW	73	73	1,673
<i>WT</i>	4	4	303
<i>MW</i>	69	69	1,372
HEHS	5	5	24
SS	9	9	44
General	19	19	51
<b>Total</b>	<b>157</b>	<b>157</b>	<b>5,909</b>

### B. Employee Inquiries

	January 2017	Year to Date	Since Implementation
PSST	47	47	1,368
FCE	-	-	120
WT/MW	61	61	790
<i>WT</i>	18	18	363
<i>MW</i>	43	43	427
SS	-	-	3
<b>Total</b>	<b>108</b>	<b>108</b>	<b>2,281</b>

### C. Investigations – NEW

	January 2017	Year to Date	Since Implementation
PSST	-	-	225
FCE	-	-	95
WT/MW	-	-	160
<i>WT</i>	-	-	28
<i>MW</i>	-	-	132
<b>Total</b>	<b>-</b>	<b>-</b>	<b>480</b>

#### 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.

	January 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>2</b>	<b>2</b>	<b>145</b>
Dismissal	1	1	19
Settlement	-	-	82
No Violation	-	-	29
Director's Order	1	1	15
<b>FCE</b>	<b>4</b>	<b>4</b>	<b>73</b>
Dismissal	1	1	8
Settlement	3	3	45
No Violation	-	-	10
Director's Order	-	-	10
<b>WT/MW</b>	<b>5</b>	<b>5</b>	<b>90</b>
Dismissal	1	1	10
Settlement	-	-	44
No Violation	2	2	21
Director's Order	2	2	15
<i>WT</i>	-	-	<b>18</b>
<i>Dismissal</i>	-	-	4
<i>Settlement</i>	-	-	7
<i>No Violation</i>	-	-	7
<i>Director's Order</i>	-	-	-
<i>MW</i>	<b>5</b>	<b>5</b>	<b>72</b>
<i>Dismissal</i>	1	1	6
<i>Settlement</i>	-	-	37
<i>No Violation</i>	2	2	14
<i>Director's Order</i>	2	2	15
<b>Total</b>	<b>10</b>	<b>10</b>	<b>308</b>

#### E. Investigations – OPEN

As of January 31, 2017	
<b>PSST</b>	80
<b>FCE</b>	22
<b>WT</b>	70
<i>WT</i>	10
<i>MW</i>	60
<b>Total</b>	<b>172</b>

#### F. Average # Days to Resolve Investigation

	January 2017	Year to Date	Since Implementation
<b>PSST</b>	419	419	168
<b>FCE</b>	153	153	100
<b>WT</b>	418	418	221
<i>WT</i>	-	-	221
<i>MW</i>	418	418	220
<b>All Ordinances</b>	<b>321</b>	<b>321</b>	<b>167</b>

### 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.

	January 2017	Year to Date	Since Implementation
<b>PSST</b>	-	-	<b>\$176,588.42</b>
\$ Employee Remedy	-	-	\$171,963.42
Civil Penalties	-	-	\$4,625
% Collected of Amount Due	-	-	100%
% of Investigations with Amount Due Collected	-	-	100% (52 of 52)
<b>FCE</b>	<b>\$1,500</b>	<b>\$1,500</b>	<b>\$21,500</b>
\$ Employee Remedy	\$1,000	\$1,000	\$20,250
Civil Penalties	\$500	\$500	\$1,250
% Collected of Amount Due	100%	100%	100%
% of Investigations with Amount Due Collected	100% (2 of 2)	100% (2 of 2)	100% (6 of 6)
<b>WT/MW</b>	<b>\$350,568.71</b>	<b>\$350,568.71</b>	<b>\$798,568.45</b>
\$ Employee Remedy	\$331,568.71	\$331,568.71	\$751,648.45
Civil Penalties	\$19,000	\$19,000	\$46,920
% Collected of Amount Due	4.43%	4.43%	23.13%
% of Investigations with Amount Due Collected	50% (1 of 2)	50% (1 of 2)	77.36% (41 of 53)
<i>WT</i>	-	-	<i>\$24,252.32</i>
<i>\$ Employee Remedy</i>	-	-	<i>\$24,252.32</i>
<i>Civil Penalties</i>	-	-	-
<i>% Collected of Amount Due</i>	-	-	<i>100%</i>
<i>% of Investigations with Amount Due Collected</i>	-	-	<i>100% (6 of 6)</i>
<i>MW</i>	<i>\$350,568.71</i>	<i>\$350,568.71</i>	<i>\$774,316.13</i>
<i>\$ Employee Remedy</i>	<i>\$331,568.71</i>	<i>\$331,568.71</i>	<i>\$727,396.13</i>
<i>Civil Penalties</i>	<i>\$19,000</i>	<i>\$19,000</i>	<i>\$46,920</i>
<i>% Collected of Amount Due</i>	<i>4.43%</i>	<i>4.43%</i>	<i>20.72%</i>
<i>% of Investigations with Amount Due Collected</i>	<i>50% (1 of 2)</i>	<i>50% (1 of 2)</i>	<i>74.47% (35 of 47)</i>
<b>Total</b>	<b>\$352,068.71</b>	<b>\$352,068.71</b>	<b>\$996,656.87</b>
\$ Employee Remedy	\$332,568.71	\$332,568.71	\$943,861.87
Civil Penalties	\$19,500	\$19,500	\$52,795
% Collected of Amount Due	100%	100%	38.38%
% of Investigations with Amount Due Collected	75% (3 of 4)	75% (3 of 4)	89.19% (99 of 111)

#### H. Number of Employees Awarded Monetary Remedies

	January 2017	Year to Date	Since Implementation
PSST	-	-	327
FCE	2	2	5
WT	157	157	850
<i>WT</i>	-	-	10
<i>MW</i>	157	157	840
<b>Total</b>	<b>159</b>	<b>159</b>	<b>1,182</b>

#### I. Employer Trainings

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

	January 2017	Year to Date	Since Implementation
	3	3	62

#### J. Compliance Reviews - NEW

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

	January 2017	Year to Date	Since Implementation
PSST	6	6	58
FCE	2	2	41
WT/MW	2	2	25
<i>WT</i>	0	0	2
<i>MW</i>	2	2	23
<b>Total</b>	<b>9</b>	<b>9</b>	<b>124</b>

#### K. Compliance Reviews – CLOSED

	January 2017	Year to Date	Since Implementation
PSST	-	-	28
FCE	1	1	39
WT/MW	1	1	4
<i>WT</i>	1	1	1
<i>MW</i>	-	-	3
<b>Total</b>	<b>2</b>	<b>2</b>	<b>71</b>

#### L. Compliance Reviews – OPEN

	January 2017
PSST	30
FCE	2
WT/MW	21
<i>WT</i>	1
<i>MW</i>	20
<b>Total</b>	<b>53</b>