



Office of Labor Standards ♦ Seattle Office for Civil Rights  
**AUGUST 2015 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
- *Subset of Wage Theft*  
Minimum Wage Ordinance (MWO) 4/1/2015

**A. Employer Inquiries**

	August 2015	Year to Date	Since Implementation
PSST	61	388	2982
FCE	4	32	165
WT	28	724	817
<i>MWO</i>	22	656	748
<b>Total</b>	<b>93</b>	<b>1,144</b>	<b>3,964</b>

**B. Employee Inquiries**

	August 2015	Year to Date	Since Implementation
PSST	29	178	797
FCE	0	15	72
WT	29	124	124
<i>MWO</i>	6	94	94
<b>Total</b>	<b>58</b>	<b>317</b>	<b>993</b>

**C. Investigations - NEW**

	August 2015	Year to Date	Since Implementation
PSST	9	48	102
FCE	4	24	57
WT	8	44	44
<i>MWO</i>	5	37	37
<b>Total</b>	<b>21</b>	<b>116</b>	<b>203</b>

(continued)

#### 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.

	August 2015	Year to Date	Since Implementation
<b>PSST</b>	<b>4</b>	<b>30</b>	<b>67</b>
Dismissal	2	5	10
Settlement	2	14	34
No Violation	-	8	15
Director's Order	-	3	8
<b>FCE</b>	<b>-</b>	<b>29</b>	<b>51</b>
Dismissal	-	2	5
Settlement	-	20	34
No Violation	-	4	6
Director's Order	-	3	6
<b>WT</b>	<b>-</b>	<b>1</b>	<b>1</b>
Dismissal	-	-	-
Settlement	-	1	1
No Violation	-	-	-
Director's Order	-	-	-
<b>MWO</b>	-	<b>1</b>	<b>1</b>
Dismissal	-	-	-
Settlement	-	1	1
No Violation	-	-	-
Director's Order	-	-	-
<b>Total</b>	<b>4</b>	<b>60</b>	<b>119</b>

#### E. Investigations – OPEN

	Currently (as of August 31, 2015)
<b>PSST</b>	35
<b>FCE</b>	6
<b>WT</b>	43
<b>MWO</b>	36
<b>Total</b>	<b>84</b>

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

	August 2015	Year to Date	Since Implementation
<b>PSST</b>	154	151	140
<b>FCE</b>	-	82	86
<b>WT</b>	-	57	57
<b>MWO</b>	-	57	57
<b>All Ordinances</b>	<b>154</b>	<b>116</b>	<b>116</b>

### G. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation).

	August 2015	Year to Date	Since Implementation
<b>PSST</b>	<b>\$1,153.85</b>	<b>\$6,246.77</b>	<b>\$31,782.65</b>
\$ Employee Remedy	\$1,153.85	\$5,996.77	\$31,282.65
Civil Penalties	-	\$250	\$500
% Collected	100%	100%	100%
<b>FCE</b>	-	-	<b>\$18,500</b>
\$ Employee Remedy	-	-	\$18,500
Civil Penalties	-	-	-
% Collected	-	-	100%
<b>WT</b>	-	<b>\$1,928.12</b>	<b>\$1,928.12</b>
\$ Employee Remedy	-	1,928.12	1,928.12
Civil Penalties	-	-	-
% Collected	-	100%	100%
<b>MWO</b>	-	<i>\$1,928.12</i>	<i>\$1,928.12</i>
\$ Employee Remedy	-	<i>1,928.12</i>	<i>1,928.12</i>
Civil Penalties	-	-	-
% Collected	-	100%	100%
<b>Total</b>	<b>\$1,153.85</b>	<b>\$8,174.89</b>	<b>\$52,210.77</b>
\$ Employee Remedy	\$1,153.85	\$7,924.89	\$51,710.77
Civil Penalties	-	\$250	\$500
% Collected	100%	100%	100%

### H. Number of Employees Receiving Monetary Remedies

	August 2015	Year to Date	Since Implementation
<b>PSST</b>	1	7	61
<b>FCE</b>	-	-	2
<b>WT</b>	-	36	36
<b>MWO</b>	-	36	36
<b>Total</b>	<b>1</b>	<b>43</b>	<b>99</b>

(continued)

**I. Compliance Reviews - NEW**

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

	<b>August 2015</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	4	9	9
<b>FCE</b>	1	1	1
<b>WT</b>	-	-	-
<b>MWO</b>	-	-	-
<b>Total</b>	<b>5</b>	<b>10</b>	<b>10</b>

**J. Compliance Reviews - CLOSED**

	<b>August 2015</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	-	-	-
<b>FCE</b>	-	-	-
<b>WT</b>	-	-	-
<b>MWO</b>	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>

**K. Compliance Reviews - OPEN**

	<b>August 2015</b>
<b>PSST</b>	9
<b>FCE</b>	1
<b>WT</b>	-
<b>MWO</b>	-
<b>Total</b>	<b>10</b>