



Office of Labor Standards ♦ Seattle Office for Civil Rights
AUGUST 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
- Subset of Wage Theft
 - Minimum Wage Ordinance (MWO) 4/1/2015
 - Secure Scheduling (SS) Proposed Legislation

A. Employer Inquiries

	August 2016	Year to Date	Since Implementation
PSST	49	506	3,701
FCE	1	23	207
WT	15	490	1,495
<i>MWO</i>	12	297	1,215
SS	1	1	1
General	6	6	6
Total	72	1,026	5,410

B. Employee Inquiries

	August 2016	Year to Date	Since Implementation
PSST	30	264	1,184
FCE	3	25	115
WT	40	344	613
<i>MWO</i>	10	183	341
Total	73	633	1,912

C. Investigations – NEW

	August 2016	Year to Date	Since Implementation
PSST	3	64	203
FCE	3	17	80
WT	5	65	137
<i>MWO</i>	3	49	110
Total	11	146	420

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 2016	Year to Date	Since Implementation
PSST	6	38	126
Dismissal	1	6	18
Settlement	3	25	70
No Violation	2	5	24
Director's Order	-	2	14
FCE	2	10	66
Dismissal	-	-	5
Settlement	-	4	42
No Violation	2	3	9
Director's Order	-	3	10
WT	11	44	59
Dismissal	2	5	8
Settlement	2	23	31
No Violation	5	10	11
Director's Order	2	6	9
MWO	8	33	47
<i>Dismissal</i>	<i>1</i>	<i>3</i>	<i>4</i>
<i>Settlement</i>	<i>1</i>	<i>19</i>	<i>27</i>
<i>No Violation</i>	<i>4</i>	<i>6</i>	<i>7</i>
<i>Director's Order</i>	<i>2</i>	<i>5</i>	<i>9</i>
Total	19	92	250

E. Investigations – OPEN

	Currently (as of August 31, 2016)
PSST	77
FCE	14
WT	78
MWO	63
Total	169

F. Average # Days to Resolve Investigation

	August 2016	Year to Date	Since Implementation
PSST	121	172	153
FCE	83	147	93
WT	124	176	167
MWO	129	177	168
All Ordinances	119	171	141

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.

	August 2016	Year to Date	Since Implementation
PSST	\$4,628.30	\$63,067.58	\$109,635.68
\$ Employee Remedy	\$4,628.30	\$62,442.58	\$108,010.68
Civil Penalties	\$0	\$625	\$1,625
% Collected of Amount Due	100%	100%	100%
% Collected of Investigations with Amount Due	100% (1 of 1)	100% (14 of 14)	100% (44 of 44)
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	\$52,787.99	\$91,199.80	\$255,766.86
\$ Employee Remedy	\$48,787.99	\$83,324.80	\$240,291.86
Civil Penalties	\$4,000	\$7,875	\$15,475
% Collected of Amount Due	88.4%	85.62%	21.09%
% Collected of Investigations with Amount Due	66.66% (2 of 3)	86.36% (19 of 22)	78.13% (25 of 32)
MWO	\$33,789.69	\$70,067.97	\$234,635.03
\$ Employee Remedy	\$29,789.69	\$62,192.97	\$219,160.03
Civil Penalties	\$4,000	\$7,875	\$15,475
% Collected of Amount Due	88.4%	84.85%	20.47%
% Collected of Investigations with Amount Due	66.66% (2 of 3)	85% (17 of 20)	73.33% (22 of 30)
Total	\$57,534.31	\$155,017.38	\$385,402.54
\$ Employee Remedy	\$53,416.29	\$146,517.38	\$367,552.54
Civil Penalties	\$4,000	\$8,500	\$17,850
% Collected of Amount Due	93.04%	95.01%	52.59%
% Collected of Investigations with Amount Due	75% (3 of 4)	91.89% (34 of 37)	91.25% (73 of 80)

H. Number of Employees Awarded Monetary Remedies

	August 2016	Year to Date	Since Implementation
PSST	24	170	261
FCE	0	1	3
WT	20	237	384
<i>MWO</i>	19	231	378
Total	44	408	648

I. Employer Trainings

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

	August 2016	Year to Date	Since Implementation
	2	31	42

J. Compliance Reviews - NEW

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

	August 2016	Year to Date	Since Implementation
PSST	1	23	38
FCE	1	25	35
WT	6	17	18
<i>MWO</i>	6	17	18
Total	8	66	92

K. Compliance Reviews – Closed

	August 2016	Year to Date	Since Implementation
PSST	2	16	22
FCE	1	26	33
WT	-	1	1
<i>MWO</i>	-	1	1
Total	3	43	56

L. Compliance Reviews – OPEN

	August 2016
PSST	16
FCE	2
WT	17
<i>MWO</i>	17