



Office of Labor Standards ♦ Seattle Office for Civil Rights
FEBRUARY 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

A. Employer Inquiries

	February 2016	Year to Date	Since Implementation
PSST	71	160	3,355
FCE	2	3	187
WT	63	188	1,193
<i>MWO</i>	46	156	1,074
Total	136	351	4,735

B. Employee Inquiries

	February 2016	Year to Date	Since Implementation
PSST	30	70	990
FCE	2	5	95
WT	47	113	382
<i>MWO</i>	27	75	233
Total	79	188	1,467

C. Investigations – NEW

	February 2016	Year to Date	Since Implementation
PSST	15	18	156
FCE	0	0	63
WT	14	18	90
<i>MWO</i>	10	13	75
Total	29	36	309

(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.

	February 2016	Year to Date	Since Implementation
PSST	5	10	98
Dismissal	1	1	13
Settlement	4	8	53
No Violation	0	0	19
Director's Order	0	1	13
FCE	0	4	60
Dismissal	0	0	5
Settlement	0	2	40
No Violation	0	0	6
Director's Order	0	2	9
WT	7	10	25
Dismissal	1	1	3
Settlement	6	9	17
No Violation	0	0	1
Director's Order	0	0	4
MWO	6	9	23
Dismissal	0	0	1
Settlement	6	9	17
No Violation	0	0	1
Director's Order	0	0	4
Total	12	24	183

E. Investigations – OPEN

	Currently (as of February 29, 2016)
PSST	58
FCE	3
WT	65
MWO	52
Total	126

F. Average # Days to Resolve Investigation

	February 2016	Year to Date	Since Implementation
PSST	176	201	151
FCE	--	108	85
WT	203	200	165
MWO	221	212	173
Total	192	185	131

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.

	February 2016	Year to Date	Since Implementation
PSST	\$998.13	\$4,499.40	\$51,067.50
\$ Employee Remedy	\$998.13	\$4,499.40	\$50,067.50
Civil Penalties	\$0	\$0	\$1,000
% Collected of Amount Assessed	100%	100%	100%
% Collected of Investigations	100% (1 of 1)	100% (4 of 4)	100% (33 of 33)
FCE	\$0	\$0	\$19,250
\$ Employee Remedy	\$0	\$0	\$18,500
Civil Penalties	\$0	\$0	\$750
% Collected of Amount Assessed	-	-	100%
% Collected of Investigations	-	-	100% (3 of 3)
WT	\$3,975.51	\$7,448.34	\$172,015.40
\$ Employee Remedy	\$3,975.51	\$7,448.34	\$164,415.40
Civil Penalties	\$0	\$0	\$7,600
% Collected of Amount Assessed	100%	100%	12.27%
% Collected of Investigations	100% (5 of 5)	100% (7 of 7)	76.47% (13 of 17)
MWO	\$3,975.51	\$7,448.34	\$172,015.40
\$ Employee Remedy	\$3,975.51	\$7,448.34	\$164,415.40
Civil Penalties	\$0	\$0	\$7,600
% Collected of Amount Assessed	100%	100%	12.27%
% Collected of Investigations	100% (5 of 5)	100% (7 of 7)	76.47% (13 of 17)
Total	\$4,973.64	\$11,947.74	\$242,332.90
\$ Employee Remedy	\$4,973.64	\$11,947.74	\$232,982.90
Civil Penalties	\$0	\$0	\$9,350
% Collected of Amount Assessed	100%	100%	37.73%
% Collected of Investigations	100% (6 of 6)	100% (11 of 11)	92.45% (49 of 53)

H. Number of Employees Receiving Monetary Remedies

	February 2016	Year to Date	Since Implementation
PSST	1	8	99
FCE	0	0	2
WT	70	95	242
<i>MWO</i>	70	95	242
Total	71	103	343

I. Employer Trainings

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

	February 2016	Year to Date	Since Implementation
	4	5	16

J. Compliance Reviews - NEW

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

	February 2016	Year to Date	Since Implementation
PSST	2	5	19
FCE	6	8	18
WT	0	0	1
<i>MWO</i>	0	0	1
Total	8	13	38

K. Compliance Reviews – Closed

	February 2016	Year to Date	Since Implementation
PSST	0	1	7
FCE	3	6	13
WT	0	0	0
<i>MWO</i>	0	0	0
Total	3	7	20

L. Compliance Reviews – OPEN

	February 2016
PSST	12
FCE	5
WT	1
<i>MWO</i>	1
Total	18