



Office of Labor Standards ♦ Seattle Office for Civil Rights

JUNE 2015 MONTHLY DASHBOARD

Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 09/01/2012
- Fair Chance Employment (FCE) 11/01/2013
- Wage Theft (WT) 04/01/2015
- *Subset of Wage Theft*
Minimum Wage Ordinance (MWO) 04/01/2015

A. Employer Technical Assistance

	June 2015	Year to Date	Since Implementation
PSST	31	284	2878
FCE	2	26	159
WT	41	665	758
<i>MWO</i>	33	610	702
Total	74	975	3795

B. Employee Inquiries

	June 2015	Year to Date	Since Implementation
PSST	20	131	750
FCE	3	12	69
WT	17	71	71
<i>MWO</i>	17	64	64
Total	40	214	890

C. Investigations - NEW

	June 2015	Year to Date	Since Implementation
PSST	8	32	86
FCE	0	18	51
WT	8	26	26
<i>MWO</i>	7	24	24
Total	16	76	163

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 G, Monetary Remedies.

	June 2015	Year to Date	Since Implementation
PSST	3	20	57
Dismissal	2	3	8
Settlement	-	9	29
No Violation	1	6	7
Director's Order	-	2	13
FCE	2	27	49
Dismissal	-	1	4
Settlement	2	19	33
No Violation	-	4	6
Director's Order	-	3	6
WT	-	-	-
Dismissal	-	-	-
Settlement	-	-	-
No Violation	-	-	-
Director's Order	-	-	-
MWO	-	-	-
Dismissal	-	-	-
Settlement	-	-	-
No Violation	-	-	-
Director's Order	-	-	-
Total	5	47	106

E. Investigations – OPEN

	Currently (as of June 30, 2015)
PSST	29
FCE	2
WT	26
MWO	24
Total	57

F. Average # Days to Resolve Investigation

	June 2015	Year to Date	Since Implementation
PSST	128	143	135
FCE	80	83	87
WT	-	-	-
MWO	-	-	-
All Ordinances	109	108	113

G. Monetary Remedies

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

	June 2015	Year to Date	Since Implementation
PSST	-	\$4,027.92	\$29,563.80
\$ Employee Remedy	-	\$3,777.92	\$29,063.80
Civil Penalties	-	\$250	\$500
% Collected	-	100%	100%
FCE	-	-	\$18,500
\$ Employee Remedy	-	-	\$18,500
Civil Penalties	-	-	-
% Collected	-	-	100%
WT	-	-	-
\$ Employee Remedy	-	-	-
Civil Penalties	-	-	-
% Collected	-	-	-
MWO	-	-	-
\$ Employee Remedy	-	-	-
Civil Penalties	-	-	-
% Collected	-	-	-
Total	-	\$4,027.92	\$48,063.80
\$ Employee Remedy	-	\$3,777.92	\$47,563.80
Civil Penalties	-	\$250	\$500
% Collected	-	100%	100%

H. Number of Employees Receiving Monetary Remedies

	June 2015	Year to Date	Since Implementation
PSST	0	4	58
FCE	0	0	2
WT	-	-	-
MWO	-	-	-
Total	0	4	60

I. Compliance Reviews - NEW

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

	June 2015	Year to Date	Since Implementation
PSST	3	4	4
FCE	-	-	-
WT	-	-	-
MWO	-	-	-
Total	3	4	4

J. Compliance Reviews - CLOSED

	June 2015	Year to Date	Since Implementation
PSST	-	-	-
FCE	-	-	-
WT	-	-	-
MWO	-	-	-
Total	0	0	0

K. Compliance Reviews - OPEN

	June 2015
PSST	4
FCE	-
WT	-
MWO	-
Total	4