



Office of Labor Standards ♦ Seattle Office for Civil Rights
MAY 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

	May 2016	Year to Date	Since Implementation
PSST	59	356	3,551
FCE	3	16	200
WT	59	407	1,412
<i>MWO</i>	27	246	1,164
Total	121	779	5,163

B. Employee Inquiries

	May 2016	Year to Date	Since Implementation
PSST	34	177	1097
FCE	2	16	106
WT	42	254	523
<i>MWO</i>	26	151	309
Total	78	447	1,726

C. Investigations – NEW

	May 2016	Year to Date	Since Implementation
PSST	8	43	181
FCE	1	8	71
WT	5	45	117
<i>MWO</i>	2	31	93
Total	14	96	369

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.

	May 2016	Year to Date	Since Implementation
PSST	4	21	109
Dismissal	-	2	14
Settlement	3	16	61
No Violation	1	2	21
Director's Order	-	1	13
FCE	2	7	63
Dismissal	-	-	5
Settlement	1	3	41
No Violation	1	1	7
Director's Order	-	3	10
WT	2	19	34
Dismissal	-	1	3
Settlement	2	15	23
No Violation	-	2	3
Director's Order	-	1	5
MWO	2	15	29
<i>Dismissal</i>	-	-	1
<i>Settlement</i>	2	14	22
<i>No Violation</i>	-	-	1
<i>Director's Order</i>	-	1	5
Total	8	47	206

E. Investigations – OPEN

	Currently (as of May 31, 2016)
PSST	72
FCE	8
WT	83
MWO	64
Total	163

F. Average # Days to Resolve Investigation

	May 2016	Year to Date	Since Implementation
PSST	85	184	153
FCE	282	170	93
WT	230	213	181
MWO	230	218	185
Total	170	194	139

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.

	May 2016	Year to Date	Since Implementation
PSST	\$9,918.97	\$27,077.34	\$73,645.44
\$ Employee Remedy	\$9,918.97	\$27,077.34	\$72,645.44
Civil Penalties	-	-	\$1,000
% Collected of Amount Due	100%	100%	100%
% Collected of Investigations with Amount Due	100% (2 of 2)	100% (8 of 8)	100% (37 of 37)
FCE	\$750	\$750	\$20,000
\$ Employee Remedy	\$750	\$750	\$19,250
Civil Penalties	-	-	\$750
% Collected of Amount Due	100%	100%	100%
% Collected of Investigations with Amount Due	100% (1 of 1)	100% (1 of 1)	100% (3 of 3)
WT	\$45.21	\$9,368.08	\$173,935.14
\$ Employee Remedy	\$45.21	\$8,368.08	\$165,335.14
Civil Penalties	-	\$1,000	\$8,600
% Collected of Amount Due	100%	98.58%	13.16%
% Collected of Investigations with Amount Due	100% (1 of 1)	91.67% (11 of 12)	78.26% (18 of 23)
MWO	\$45.21	\$9,327.51	\$173,894.57
\$ Employee Remedy	\$45.21	\$8,327.51	\$165,294.57
Civil Penalties	-	\$1,000	\$8,600
% Collected of Amount Due	100%	98.58%	13.14%
% Collected of Investigations with Amount Due	100% (1 of 1)	91.67% (11 of 12)	77.27% (17 of 22)
Total	\$10,714.18	\$37,195.42	\$267,580.58
\$ Employee Remedy	\$10,714.18	\$36,195.42	\$257,230.58
Civil Penalties	-	\$1,000	\$10,350
% Collected of Amount Due	100%	99.64%	43.55%
% Collected of Investigations with Amount Due	100% (4 of 4)	95.24% (20 of 21)	92.06% (58 of 63)

H. Number of Employees Awarded Monetary Remedies

	May 2016	Year to Date	Since Implementation
PSST	24	93	184
FCE	1	1	3
WT	1	136	283
<i>MWO</i>	1	132	279
Total	26	230	470

I. Employer Trainings

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

	May 2016	Year to Date	Since Implementation
	2	25	36

J. Compliance Reviews - NEW

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

	May 2016	Year to Date	Since Implementation
PSST	2	19	34
FCE	2	22	32
WT	1	7	8
<i>MWO</i>	1	7	8
Total	5	48	74

K. Compliance Reviews – CLOSED

	May 2016	Year to Date	Since Implementation
PSST	2	8	14
FCE	5	20	27
WT	-	1	1
<i>MWO</i>	-	1	1
Total	7	29	42

L. Compliance Reviews – OPEN

	May 2016
PSST	20
FCE	5
WT	7
<i>MWO</i>	7
Total	32