



NOVEMBER 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

	November 2015	Year to Date	Since Implementation
PSST	47	531	3,125
FCE	5	49	182
WT	30	800	893
<i>MWO</i>	27	722	814
Total	82	1,380	4,200

B. Employee Inquiries

	November 2015	Year to Date	Since Implementation
PSST	37	270	889
FCE	7	28	85
WT	27	221	221
<i>MWO</i>	16	135	135
Total	71	519	1,195

C. Investigations - NEW

	November 2015	Year to Date	Since Implementation
PSST	5	77	131
FCE	1	29	62
WT	3	66	66
<i>MWO</i>	1	56	56
Total	9	172	259

(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.

	November 2015	Year to Date	Since Implementation
PSST	6	44	81
Dismissal	-	7	12
Settlement	3	22	42
No Violation	1	10	17
Director's Order	2	5	10
FCE	-	33	55
Dismissal	-	2	5
Settlement	-	23	37
No Violation	-	4	6
Director's Order	-	4	7
WT	3	13	13
Dismissal	-	2	2
Settlement	-	6	6
No Violation	1	1	1
Director's Order	2	4	4
MWO	3	12	12
Dismissal	-	1	1
Settlement	-	6	6
No Violation	1	1	1
Director's Order	2	4	4
Total	12	90	149

E. Investigations – OPEN

	Currently (as of November 31, 2015)
PSST	50
FCE	7
WT	53
MWO	44
Total	110

F. Average # Days to Resolve Investigation

	November 2015	Year to Date	Since Implementation
PSST	99	148	140
FCE	-	79	84
WT	155	131	131
MWO	155	139	139
All Ordinances	118	120	119

G. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation). Collections of unpaid final orders (\$150,752.37) 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.

	November 2015	Year to Date	Since Implementation
PSST	-	\$14,323.62	\$39,859.50
\$ Employee Remedy	-	\$13,573.62	\$38,859.50
Civil Penalties	-	\$750	\$1,000
% Collected of Amount Assessed	-	100%	100%
% Collected of Investigations	-	100% (11 of 11)	100% (27 of 27)
FCE	-	-	\$18,500
\$ Employee Remedy	-	-	\$18,500
Civil Penalties	-	-	-
% Collected of Amount Assessed	-	-	100%
% Collected of Investigations	-	-	100% (2 of 2)
WT	\$9,805.09	\$164,118.93	\$164,118.93
\$ Employee Remedy	\$2,805.09	156,518.93	156,518.93
Civil Penalties	\$7,000	\$7,600	\$7,600
% Collected of Amount Assessed	0%	8%	8%
% Collected of Investigations	0% (0 of 2)	55.56% (5 of 9)	55.56% (5 of 9)
MWO	\$9,805.09	\$164,118.93	\$164,118.93
\$ Employee Remedy	\$2,805.09	156,518.93	156,518.93
Civil Penalties	\$7,000	\$7,600	\$7,600
% Collected of Amount Assessed	0%	8%	8%
% Collected of Investigations	0% (0 of 2)	55.56% (5 of 9)	55.56% (5 of 9)
Total	\$9,805.09	\$178,442.55	\$222,478.43
\$ Employee Remedy	\$2,805.09	\$170,092.55	\$213,878.43
Civil Penalties	\$7,000	\$8,350	\$8,600
% Collected of Amount Assessed	0%	15.43%	32.17%
% Collected of Investigations	0% (0 of 2)	78.95% (15 of 19)	88.89% (32 of 36)

H. Number of Employees Receiving Monetary Remedies

	November 2015	Year to Date	Since Implementation
PSST	-	28	82
FCE	-	0	2
WT	2	112	112
MWO	2	112	112
Total	2	140	196

I. Required Employer Trainings

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

November 2015	Year to Date	Since Implementation
6	10	10

J. Compliance Reviews - NEW

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

	November 2015	Year to Date	Since Implementation
PSST	1	13	13
FCE	4	5	5
WT	-	-	-
MWO	-	-	-
Total	5	18	18

K. Compliance Reviews - Closed

	November 2015	Year to Date	Since Implementation
PSST	2	6	6
FCE	1	2	3
WT	-	-	-
MWO	-	-	-
Total	3	8	9

L. Compliance Reviews - OPEN

	November 2015
PSST	7
FCE	2
WT	-
MWO	-
Total	9