



Office of Labor Standards ♦ Seattle Office for Civil Rights

NOVEMBER 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
- Minimum Wage (MW) 4/1/2015
- Hotel Employees Health and Safety Initiative (HEHS) 11/30/2016
- Secure Scheduling (SS) To Take Effect 7/1/2017

A. Employer Inquiries

	November 2016	Year to Date	Since Implementation
PSST	31	618	3,813
FCE	-	24	208
WT/MW	22	551	1,556
<i>WT</i>	5	210	297
<i>MW</i>	17	341	1,259
HEHS	5	5	5
SS	4	32	32
General	7	21	21
Total	69	1,251	5,635

B. Employee Inquiries

	November 2016	Year to Date	Since Implementation
PSST	29	359	1,279
FCE	-	29	119
WT/MW	39	425	694
<i>WT</i>	27	219	327
<i>MW</i>	12	206	367
SS	1	1	1
Total	69	814	2,093

C. Investigations – NEW

	November 2016	Year to Date	Since Implementation
PSST	7	82	221
FCE	3	28	91
WT/MW	5	85	157
<i>WT</i>	-	17	28
<i>MW</i>	5	68	129
Total	15	195	469

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 2016	Year to Date	Since Implementation
PSST	6	53	141
Dismissal	-	6	18
Settlement	5	36	81
No Violation	1	9	28
Director's Order	-	2	14
FCE	-	13	69
Dismissal	-	2	7
Settlement	-	4	42
No Violation	-	4	10
Director's Order	-	3	10
WT/MW	10	68	83
Dismissal	-	7	9
Settlement	8	36	44
No Violation	1	17	18
Director's Order	1	8	12
<i>WT</i>	<i>2</i>	<i>16</i>	<i>17</i>
<i>Dismissal</i>	<i>-</i>	<i>3</i>	<i>4</i>
<i>Settlement</i>	<i>2</i>	<i>7</i>	<i>7</i>
<i>No Violation</i>	<i>-</i>	<i>6</i>	<i>6</i>
<i>Director's Order</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>MW</i>	<i>8</i>	<i>52</i>	<i>66</i>
<i>Dismissal</i>	<i>-</i>	<i>4</i>	<i>5</i>
<i>Settlement</i>	<i>6</i>	<i>29</i>	<i>37</i>
<i>No Violation</i>	<i>1</i>	<i>11</i>	<i>12</i>
<i>Director's Order</i>	<i>1</i>	<i>8</i>	<i>12</i>
Total	15	133	293

E. Investigations – OPEN

As of November 30, 2016	
PSST	80
FCE	22
WT	74
<i>WT</i>	<i>11</i>
<i>MW</i>	<i>63</i>
Total	176

F. Average # Days to Resolve Investigation

	November 2016	Year to Date	Since Implementation
PSST	203	189	161
FCE	-	154	97
WT	237	219	205
<i>WT</i>	<i>217</i>	<i>231</i>	<i>219</i>
<i>MW</i>	<i>243</i>	<i>215</i>	<i>201</i>
All Ordinances	225	200	158

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.

	November 2016	Year to Date	Since Implementation
PSST	\$23,637.93	\$102,359.23	\$148,927.33
\$ Employee Remedy	\$22,137.93	\$100,234.20	\$145,802.33
Civil Penalties	\$1500	\$2,125	\$3,125
% Collected of Amount Due	-	100%	100%
% Collected of Investigations with Amount Due	-	100% (19 of 19)	100% (48 of 48)
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/MW	\$94,130.71	\$282,604.40	\$447,171.46
\$ Employee Remedy	\$90,435.71	\$262,534.40	\$419,501.46
Civil Penalties	\$3,695	\$20,070	\$27,670
% Collected of Amount Due	100%	35.76%	23.25%
% Collected of Investigations with Amount Due	100% (6 of 6)	83.78% (31 of 37)	78.72% (37 of 47)
<i>WT</i>	<i>\$2,314.09</i>	<i>\$24,252.32</i>	<i>\$24,252.32</i>
<i>\$ Employee Remedy</i>	<i>\$2,314.09</i>	<i>\$24,252.32</i>	<i>\$24,252.32</i>
<i>Civil Penalties</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>% Collected of Amount Due</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>
<i>% Collected of Investigations with Amount Due</i>	<i>100% (2 of 2)</i>	<i>100% (6 of 6)</i>	<i>100% (6 of 6)</i>
<i>MW</i>	<i>\$91,816.62</i>	<i>\$258,352.08</i>	<i>\$422,919.14</i>
<i>\$ Employee Remedy</i>	<i>\$88,121.62</i>	<i>\$238,282.08</i>	<i>\$395,249.14</i>
<i>Civil Penalties</i>	<i>\$3,695</i>	<i>\$20,070</i>	<i>\$27,670</i>
<i>% Collected of Amount Due</i>	<i>100%</i>	<i>26.71%</i>	<i>17.71%</i>
<i>% Collected of Investigations with Amount Due</i>	<i>100% (4 of 4)</i>	<i>77.78% (25 of 31)</i>	<i>72.97% (31 of 41)</i>
Total	\$117,768.64	\$385,713.63	\$616,098.79
\$ Employee Remedy	\$112,573.64	\$363,518.60	\$584,553.79
Civil Penalties	\$5,195	\$22,195	\$31,545
% Collected of Amount Due	100%	54.26%	45.27%
% Collected of Investigations with Amount Due	100% (6 of 6)	89.47% (51 of 57)	88.9% (89 of 99)

H. Number of Employees Awarded Monetary Remedies

	November 2016	Year to Date	Since Implementation
PSST	36	235	326
FCE	0	1	3
WT	275	539	686
<i>WT</i>	2	10	10
<i>MW</i>	273	529	676
Total	311	775	1,015

I. Employer Trainings

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

	November 2016	Year to Date	Since Implementation
	3	45	56

J. Compliance Reviews - NEW

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

	November 2016	Year to Date	Since Implementation
PSST	2	34	49
FCE	1	29	39
WT/MW	-	18	19
<i>WT</i>	-	-	-
<i>MW</i>	-	18	19
Total	3	80	107

K. Compliance Reviews – CLOSED

	November 2016	Year to Date	Since Implementation
PSST	2	22	28
FCE	2	31	38
WT/MW	-	3	3
<i>WT</i>	-	-	-
<i>MW</i>	-	3	3
Total	4	56	69

L. Compliance Reviews – OPEN

	November 2016
PSST	21
FCE	1
WT/MW	16
<i>WT</i>	-
<i>MW</i>	16
Total	38