



Office of Labor Standards ♦ Seattle Office for Civil Rights
APRIL 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

	April 2016	Year to Date	Since Implementation
PSST	63	297	3,492
FCE	5	13	197
WT	87	348	1,353
<i>MWO</i>	30	219	1,137
Total	155	658	5,042

B. Employee Inquiries

	April 2016	Year to Date	Since Implementation
PSST	37	143	1063
FCE	5	14	104
WT	40	212	481
<i>MWO</i>	18	125	283
Total	82	369	1,648

C. Investigations – NEW

	April 2016	Year to Date	Since Implementation
PSST	10	35	173
FCE	2	7	70
WT	16	40	112
<i>MWO</i>	12	29	91
Total	28	82	355

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.

	April 2016	Year to Date	Since Implementation
PSST	3	17	105
Dismissal	-	2	14
Settlement	3	13	58
No Violation	-	1	20
Director's Order	-	1	13
FCE	1	5	61
Dismissal	-	-	5
Settlement	-	2	40
No Violation	-	-	6
Director's Order	1	3	10
WT	7	17	32
Dismissal	-	1	3
Settlement	4	13	21
No Violation	2	2	3
Director's Order	1	1	5
<i>MWO</i>	4	13	27
<i>Dismissal</i>	-	-	1
<i>Settlement</i>	3	12	20
<i>No Violation</i>	-	-	1
<i>Director's Order</i>	1	1	5
Total	11	39	198

E. Investigations – OPEN

	Currently (as of April 30, 2016)
PSST	68
FCE	9
WT	80
<i>MWO</i>	64
Total	156

F. Average # Days to Resolve Investigation

	April 2016	Year to Date	Since Implementation
PSST	234	207	155
FCE	197	125	87
WT	228	200	165
<i>MWO</i>	226	212	174
Total	227	199	138

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.

	April 2016	Year to Date	Since Implementation
PSST	\$5,292.24	\$17,158.37	\$63,726.47
\$ Employee Remedy	\$5,292.24	\$17,158.37	\$62,726.47
Civil Penalties	-	-	\$1,000
% Collected of Amount Due	-	100%	100%
% Collected of Investigations with Amount Due	-	100% (5 of 5)	100% (34 of 34)
FCE	-	-	\$19,250
\$ Employee Remedy	-	-	\$18,500
Civil Penalties	-	-	\$750
% Collected of Amount Due	-	-	100%
% Collected of Investigations with Amount Due	-	-	100% (3 of 3)
WT	\$1,874.53	\$9,322.87	\$173,889.93
\$ Employee Remedy	\$874.53	\$8,322.87	\$165,289.93
Civil Penalties	\$1,000	\$1,000	\$8,600
% Collected of Amount Due	100%	100%	13.15%
% Collected of Investigations with Amount Due	100% (4 of 4)	100% (11 of 11)	80.95% (17 of 21)
MWO	\$1,833.96	\$9,282.30	\$173,849.36
\$ Employee Remedy	\$833.96	\$8,232.30	\$165,249.36
Civil Penalties	\$1,000	\$1,000	\$8,600
% Collected of Amount Due	100%	100%	13.13%
% Collected of Investigations with Amount Due	100% (3 of 3)	100% (10 of 10)	80% (16 of 20)
Total	\$7,166.77	\$26,481.24	\$256,866.40
\$ Employee Remedy	\$6,166.77	\$25,481.24	\$246,516.40
Civil Penalties	\$1,000	\$1,000	\$10,350
% Collected of Amount Due	100%	100%	39.97%
% Collected of Investigations with Amount Due	100% (4 of 4)	100% (16 of 16)	93.10% (54 of 58)

H. Number of Employees Awarded Monetary Remedies

	April 2016	Year to Date	Since Implementation
PSST	17	69	160
FCE	-	-	2
WT	40	135	282
<i>MWO</i>	36	131	278
Total	57	204	444

I. Employer Trainings

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

	April 2016	Year to Date	Since Implementation
	5	23	34

J. Compliance Reviews - NEW

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

	April 2016	Year to Date	Since Implementation
PSST	8	17	32
FCE	6	20	30
WT	1	6	7
<i>MWO</i>	1	6	7
Total	15	43	69

K. Compliance Reviews – Closed

	April 2016	Year to Date	Since Implementation
PSST	2	6	12
FCE	7	15	22
WT	1	1	1
<i>MWO</i>	-	-	-
Total	10	22	35

L. Compliance Reviews – OPEN

	April 2016
PSST	20
FCE	8
WT	6
<i>MWO</i>	6
Total	34