



Office of Labor Standards ♦ Seattle Office for Civil Rights  
**JANUARY 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**

	January 2016	Year to Date	Since Implementation
PSST	89	89	3,284
FCE	1	1	185
WT	125	125	1,130
<i>MWO</i>	110	110	1,028
<b>Total</b>	<b>215</b>	<b>215</b>	<b>4,599</b>

**B. Employee Inquiries**

	January 2016	Year to Date	Since Implementation
PSST	39	40	960
FCE	3	3	93
WT	67	66	335
<i>MWO</i>	49	48	206
<b>Total</b>	<b>109</b>	<b>109</b>	<b>1,388</b>

**C. Investigations - NEW**

	January 2016	Year to Date	Since Implementation
PSST	3	3	141
FCE	0	0	63
WT	4	4	76
<i>MWO</i>	3	3	65
<b>Total</b>	<b>7</b>	<b>7</b>	<b>280</b>

(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.

	January 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>5</b>	<b>5</b>	<b>93</b>
Dismissal	0	0	12
Settlement	4	4	49
No Violation	0	0	19
Director's Order	1	1	13
<b>FCE</b>	<b>4</b>	<b>4</b>	<b>60</b>
Dismissal	0	0	5
Settlement	2	2	40
No Violation	0	0	6
Director's Order	2	2	9
<b>WT</b>	<b>3</b>	<b>3</b>	<b>18</b>
Dismissal	0	0	2
Settlement	3	3	11
No Violation	0	0	1
Director's Order	0	0	4
<b>MWO</b>	<b>3</b>	<b>3</b>	<b>17</b>
Dismissal	0	0	1
Settlement	3	3	11
No Violation	0	0	1
Director's Order	0	0	4
<b>Total</b>	<b>12</b>	<b>12</b>	<b>171</b>

#### E. Investigations – OPEN

	Currently (as of January 31, 2016)
<b>PSST</b>	48
<b>FCE</b>	3
<b>WT</b>	58
<b>MWO</b>	48
<b>Total</b>	<b>109</b>

#### F. Average # Days to Resolve Investigation

	January 2016	Year to Date	Since Implementation
<b>PSST</b>	225	225	149
<b>FCE</b>	108	108	85
<b>WT</b>	193	193	150
<b>MWO</b>	193	193	157
<b>Total</b>	<b>178</b>	<b>178</b>	<b>127</b>

### 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.

	January 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>\$3,501.27</b>	<b>\$3,501.27</b>	<b>\$50,069.37</b>
\$ Employee Remedy	\$3,501.27	\$3,501.27	\$49,069.37
Civil Penalties	\$0	\$0	\$1,000
% Collected of Amount Assessed	100%	100%	100%
% Collected of Investigations	100% (3 of 3)	100% (3 of 3)	100% (32 of 32)
<b>FCE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,250</b>
\$ Employee Remedy	\$0	\$0	\$18,500
Civil Penalties	\$0	\$0	\$750
% Collected of Amount Assessed	-	-	100%
% Collected of Investigations	-	-	100% (3 of 3)
<b>WT</b>	<b>\$3,472.83</b>	<b>\$3,472.83</b>	<b>\$168,039.89</b>
\$ Employee Remedy	\$3,472.83	\$3,472.83	\$160,439.89
Civil Penalties	\$0	\$0	\$7,600
% Collected of Amount Assessed	100%	100%	10.20%
% Collected of Investigations	100% (2 of 2)	100% (2 of 2)	66.67% (8 of 12)
<b>MWO</b>	<b>\$3,472.83</b>	<b>\$3,472.83</b>	<b>\$168,039.89</b>
\$ Employee Remedy	\$3,472.83	\$3,472.83	\$160,439.89
Civil Penalties	\$0	\$0	\$7,600
% Collected of Amount Assessed	100%	100%	10.20%
% Collected of Investigations	100% (2 of 2)	100% (2 of 2)	66.67% (8 of 12)
<b>Total</b>	<b>\$6,974.10</b>	<b>\$6,974.10</b>	<b>\$237,359.26</b>
\$ Employee Remedy	\$6,974.10	\$6,974.10	\$228,009.26
Civil Penalties	\$0	\$0	\$9,350
% Collected of Amount Assessed	100%	100%	36.42%
% Collected of Investigations	100% (5 of 5)	100% (5 of 5)	91.49% (43 of 47)

**H. Number of Employees Receiving Monetary Remedies**

	January 2016	Year to Date	Since Implementation
PSST	7	7	98
FCE	0	0	2
WT	25	25	172
<i>MWO</i>	25	25	172
<b>Total</b>	<b>32</b>	<b>32</b>	<b>272</b>

**I. Required Employer Trainings**

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

	January 2016	Year to Date	Since Implementation
	1	1	12

**J. Compliance Reviews - NEW**

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

	Jan-16	Year to Date	Since Implementation
PSST	3	3	17
FCE	2	2	12
WT	0	0	1
<i>MWO</i>	0	0	1
<b>Total</b>	<b>5</b>	<b>5</b>	<b>30</b>

**K. Compliance Reviews - Closed**

	Jan-16	Year to Date	Since Implementation
PSST	1	1	7
FCE	3	3	10
WT	0	0	0
<i>MWO</i>	0	0	0
<b>Total</b>	<b>4</b>	<b>4</b>	<b>17</b>

**L. Compliance Reviews - OPEN**

	Jan-16
PSST	10
FCE	2
WT	1
<i>MWO</i>	1
<b>Total</b>	<b>13</b>