



Office of Labor Standards ♦ Seattle Office for Civil Rights
JUNE 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

	June 2016	Year to Date	Since Implementation
PSST	55	411	3,601
FCE	5	21	205
WT	43	450	1,455
<i>MWO</i>	24	270	1,188
Total	103	882	5,266

B. Employee Inquiries

	June 2016	Year to Date	Since Implementation
PSST	29	206	1,126
FCE	4	20	110
WT	32	286	555
<i>MWO</i>	12	163	321
Total	65	512	1,791

C. Investigations – NEW

	June 2016	Year to Date	Since Implementation
PSST	6	49	187
FCE	3	11	74
WT	13	58	130
<i>MWO</i>	12	43	105
Total	22	118	391

(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.

	June 2016	Year to Date	Since Implementation
PSST	7	28	116
Dismissal	2	4	16
Settlement	3	19	64
No Violation	1	3	22
Director's Order	1	2	14
FCE	-	7	63
Dismissal	-	-	5
Settlement	-	3	41
No Violation	-	1	7
Director's Order	-	3	10
WT	7	26	41
Dismissal	3	4	6
Settlement	2	17	25
No Violation	1	3	4
Director's Order	1	2	6
MWO	5	20	34
<i>Dismissal</i>	2	2	3
<i>Settlement</i>	2	16	24
<i>No Violation</i>	-	-	1
<i>Director's Order</i>	1	2	6
Total	14	61	220

E. Investigations – OPEN

	Currently (as of June 30, 2016)
PSST	71
FCE	11
WT	89
MWO	71
Total	171

F. Average # Days to Resolve Investigation

	June 2016	Year to Date	Since Implementation
PSST	182	183	154
FCE	-	170	93
WT	173	203	180
MWO	133	197	177
Total	178	190	142

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.

	June 2016	Year to Date	Since Implementation
PSST	\$28,699.36	\$55,776.70	\$102,344.80
\$ Employee Remedy	\$28,074.36	\$55,151.70	\$100,719.80
Civil Penalties	\$625	\$625	\$1,625
% Collected of Amount Due	100%	100%	100%
% Collected of Investigations with Amount Due	100% (1 of 1)	100% (9 of 9)	100% (38 of 38)
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	\$19,832.86	\$29,200.94	\$193,768
\$ Employee Remedy	\$18,207.86	\$26,575.94	\$183,543
Civil Penalties	\$1,625	\$2,625	\$10,225
% Collected of Amount Due	54.63%	83.19%	14.33%
% Collected of Investigations with Amount Due	50% (1 of 2)	86.67% (13 of 15)	76% (19 of 25)
MWO	\$19,832.86	\$29,160.37	\$193,727.43
\$ Employee Remedy	\$18,207.86	\$26,535.37	\$183,502.43
Civil Penalties	\$1,625	\$2,625	\$10,225
% Collected of Amount Due	54.63%	83.15%	14.31%
% Collected of Investigations with Amount Due	50% (1 of 2)	85.71% (12 of 14)	75% (18 of 24)
Total	\$48,532.22	\$85,727.64	\$316,112.80
\$ Employee Remedy	\$46,282.22	\$82,477.64	\$303,512.80
Civil Penalties	\$2,250	\$3,250	\$12,600
% Collected of Amount Due	83%	95.21%	45.45%
% Collected of Investigations with Amount Due	66.67% (2 of 3)	92% (23 of 25)	91.04% (61 of 67)

H. Number of Employees Awarded Monetary Remedies

	June 2016	Year to Date	Since Implementation
PSST	47	140	231
FCE	0	1	3
WT	63	195	342
<i>MWO</i>	59	191	338
Total	110	235	576

I. Employer Trainings

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

	June 2016	Year to Date	Since Implementation
	4	29	40

J. Compliance Reviews - NEW

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

	June 2016	Year to Date	Since Implementation
PSST	2	21	36
FCE	-	22	32
WT	4	11	12
<i>MWO</i>	3	10	11
Total	6	54	80

K. Compliance Reviews – CLOSED

	June 2016	Year to Date	Since Implementation
PSST	5	13	19
FCE	4	24	31
WT	-	1	1
<i>MWO</i>	-	1	1
Total	9	38	51

L. Compliance Reviews – OPEN

	June 2016
PSST	17
FCE	1
WT	11
<i>MWO</i>	10
Total	29