



Office of Labor Standards ♦ Seattle Office for Civil Rights
OCTOBER 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

	October 2015	Year to Date	Since Implementation
PSST	48	484	3078
FCE	7	44	177
WT	23	770	863
<i>MWO</i>	18	695	787
Total	78	1,298	4,118

B. Employee Inquiries

	October 2015	Year to Date	Since Implementation
PSST	24	233	852
FCE	5	21	78
WT	36	194	194
<i>MWO</i>	17	119	119
Total	65	448	1,124

C. Investigations - NEW

	October 2015	Year to Date	Since Implementation
PSST	12	72	126
FCE	2	28	61
WT	15	63	63
<i>MWO</i>	14	55	55
Total	29	163	250

(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.

	October 2015	Year to Date	Since Implementation
PSST	7	38	75
Dismissal	2	7	12
Settlement	5	19	39
No Violation	-	9	16
Director's Order	-	3	8
FCE	3	33	55
Dismissal	-	2	5
Settlement	2	23	37
No Violation	-	4	6
Director's Order	1	4	7
WT	6	10	10
Dismissal	-	2	2
Settlement	5	6	6
No Violation	-	-	-
Director's Order	1	2	2
MWO	6	9	9
Dismissal	-	1	1
Settlement	5	6	6
No Violation	-	-	-
Director's Order	1	2	2
Total	16	81	140

E. Investigations – OPEN

	Currently (as of October 31, 2015)
PSST	51
FCE	6
WT	53
MWO	46
Total	110

F. Average # Days to Resolve Investigation

	October 2015	Year to Date	Since Implementation
PSST	171	156	143
FCE	53	79	84
WT	154	124	124
MWO	154	134	134
All Ordinances	143	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 (\$141,101.36) 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.

	October 2015	Year to Date	Since Implementation
PSST	\$8,076.85	\$14,323.62	\$39,859.50
\$ Employee Remedy	\$7,576.85	\$13,573.62	\$38,859.50
Civil Penalties	\$500	\$750	\$1,000
% Collected of Amount Assessed	100%	100%	100%
% Collected of Investigations	100% (3 of 3)	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	\$11,438.44	\$154,313.84	\$154,313.84
\$ Employee Remedy	\$11,338.44	153,713.84	153,713.84
Civil Penalties	\$100	\$600	\$600
% Collected of Amount Assessed	98.65%	8.56%	8.56%
% Collected of Investigations	80% (4 of 5)	71.43% (5 of 7)	71.43% (5 of 7)
MWO	\$11,438.44	\$154,313.84	\$154,313.84
\$ Employee Remedy	\$11,338.44	153,713.84	153,713.84
Civil Penalties	\$100	\$600	\$600
% Collected of Amount Assessed	98.65%	8.56%	8.56%
% Collected of Investigations	80% (4 of 5)	71.43% (5 of 7)	71.43% (5 of 7)
Total	\$19,515.29	\$168,637.46	\$212,673.34
\$ Employee Remedy	\$18,915.29	\$167,287.46	\$211,073.34
Civil Penalties	\$600	\$1,350	\$1,600
% Collected of Amount Assessed	99.21%	16.33%	33.65%
% Collected of Investigations	87.5% (7 of 8)	88.89% (16 of 18)	94.44% (34 of 36)

(continued)

H. Number of Employees Receiving Monetary Remedies

	October 2015	Year to Date	Since Implementation
PSST	21	28	82
FCE	-	0	2
WT	34	110	110
<i>MWO</i>	34	110	110
Total	55	138	194

I. Required Employer Trainings

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

	October 2015	Year to Date	Since Implementation
	2	4	4

J. Compliance Reviews - NEW

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

	October 2015	Year to Date	Since Implementation
PSST	2	12	12
FCE	-	1	1
WT	-	-	-
<i>MWO</i>	-	-	-
Total	2	13	13

K. Compliance Reviews - CLOSED

	October 2015	Year to Date	Since Implementation
PSST	2	5	5
FCE	-	-	-
WT	-	-	-
<i>MWO</i>	-	-	-
Total	2	5	5

L. Compliance Reviews - OPEN

	October 2015
PSST	7
FCE	1
WT	-
<i>MWO</i>	-
Total	8