



Office of Labor Standards ♦ Seattle Office for Civil Rights
OCTOBER 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
- Secure Scheduling (SS) To Take Effect 7/1/2017

A. Employer Inquiries

	October 2016	Year to Date	Since Implementation
PSST	40	587	3,782
FCE	1	24	208
WT	20	529	1,534
<i>MWO</i>	12	324	1,242
SS	13	18	28
General	6	14	14
Total	80	1,182	5,566

B. Employee Inquiries

	October 2016	Year to Date	Since Implementation
PSST	38	330	1,250
FCE	3	29	119
WT	19	386	655
<i>MWO</i>	6	197	355
Total	60	745	2,024

C. Investigations – NEW

	October 2016	Year to Date	Since Implementation
PSST	11	75	214
FCE	8	25	88
WT	15	80	152
<i>MWO</i>	14	63	124
Total	34	180	454

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 2016	Year to Date	Since Implementation
PSST	3	47	135
Dismissal	-	6	18
Settlement	3	31	76
No Violation	-	8	27
Director's Order	-	2	14
FCE	-	13	69
Dismissal	-	2	7
Settlement	-	4	42
No Violation	-	4	10
Director's Order	-	3	10
WT	4	58	73
Dismissal	-	6	8
Settlement	2	28	36
No Violation	1	17	18
Director's Order	1	7	11
MWO	3	44	58
Dismissal	-	3	4
Settlement	2	23	31
No Violation	-	11	12
Director's Order	1	7	11
Total	7	118	277

E. Investigations – OPEN

	Currently (as of October 31, 2016)
PSST	79
FCE	19
WT	79
MWO	66
Total	177

F. Average # Days to Resolve Investigation

	October 2016	Year to Date	Since Implementation
PSST	252	187	160
FCE	-	154	97
WT	394	216	200
MWO	379	210	195
All Ordinances	333	197	155

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.

	October 2016	Year to Date	Since Implementation
PSST	\$10,400.25	\$78,721.30	\$125,289.40
\$ Employee Remedy	\$10,400.25	\$78,096.30	\$123,664.40
Civil Penalties	\$0	\$625	\$1,625
% Collected of Amount Due	0%	85.49%	90.88%
% Collected of Investigations with Amount Due	0% (0 of 1)	89.47% (17 of 19)	95.83% (46 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	\$92,161.45	\$185,015.21	\$353,040.75
\$ Employee Remedy	\$83,661.45	\$168,640.21	\$329,065.75
Civil Penalties	\$8,500	\$16,375	\$23,975
% Collected of Amount Due	4.42%	31.79%	21.51%
% Collected of Investigations with Amount Due	66.67% (2 of 3)	80.65% (25 of 31)	75.61% (31 of 41)
MWO	\$92,161.45	\$166,535.46	\$331,102.52
\$ Employee Remedy	\$83,661.45	\$150,160.46	\$307,127.52
Civil Penalties	\$8,500	\$16,375	\$23,975
% Collected of Amount Due	4.42%	24.22%	16.31%
% Collected of Investigations with Amount Due	66.67% (2 of 3)	77.78% (21 of 27)	72.97% (27 of 37)
Total	\$102,561.70	\$264,486.51	\$498,330.15
\$ Employee Remedy	\$94,061.70	\$247,486.51	\$471,980.15
Civil Penalties	\$0	\$17,000	\$26,350
% Collected of Amount Due	3.97%	48.64%	42.1%
% Collected of Investigations with Amount Due	50% (2 of 4)	84.31% (43 of 51)	87.1% (81 of 93)

H. Number of Employees Awarded Monetary Remedies

	October 2016	Year to Date	Since Implementation
PSST	15	199	290
FCE	0	1	3
WT	20	264	411
<i>MWO</i>	20	256	403
Total	35	464	704

I. Employer Trainings

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

	October 2016	Year to Date	Since Implementation
	1	42	53

J. Compliance Reviews - NEW

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

	October 2016	Year to Date	Since Implementation
PSST	3	31	46
FCE	3	28	38
WT	1	18	19
<i>MWO</i>	1	18	19
Total	7	77	103

K. Compliance Reviews – Closed

	October 2016	Year to Date	Since Implementation
PSST	2	20	26
FCE	2	29	36
WT	2	3	3
<i>MWO</i>	2	3	3
Total	6	52	65

L. Compliance Reviews – OPEN

	October 2016
PSST	20
FCE	2
WT	16
<i>MWO</i>	16
Total	38