



Office of Labor Standards ♦ Seattle Office for Civil Rights

# SEPTEMBER 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**

	September 2015	Year to Date	Since Implementation
PSST	48	436	3030
FCE	5	37	170
WT	23	747	840
<i>MWO</i>	21	677	769
<b>Total</b>	<b>76</b>	<b>1,220</b>	<b>4,040</b>

**B. Employee Inquiries**

	September 2015	Year to Date	Since Implementation
PSST	31	209	828
FCE	1	16	73
WT	34	158	158
<i>MWO</i>	8	102	102
<b>Total</b>	<b>66</b>	<b>383</b>	<b>1,059</b>

**C. Investigations - NEW**

	September 2015	Year to Date	Since Implementation
PSST	11	59	113
FCE	2	26	59
WT	4	48	48
<i>MWO</i>	4	41	41
<b>Total</b>	<b>17</b>	<b>133</b>	<b>220</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.

	September 2015	Year to Date	Since Implementation
<b>PSST</b>	<b>1</b>	<b>31</b>	<b>68</b>
Dismissal	-	5	10
Settlement	-	14	34
No Violation	1	9	16
Director's Order	-	3	8
<b>FCE</b>	<b>1</b>	<b>30</b>	<b>52</b>
Dismissal	-	2	5
Settlement	1	21	35
No Violation	-	4	6
Director's Order	-	3	6
<b>WT</b>	<b>3</b>	<b>4</b>	<b>4</b>
Dismissal	2	2	2
Settlement	-	1	1
No Violation	-	-	-
Director's Order	1	1	1
<b>MWO</b>	2	3	3
Dismissal	1	1	1
Settlement	-	1	1
No Violation	-	-	-
Director's Order	1	1	1
<b>Total</b>	<b>5</b>	<b>65</b>	<b>124</b>

#### E. Investigations – OPEN

	Currently (as of September 30, 2015)
<b>PSST</b>	45
<b>FCE</b>	7
<b>WT</b>	44
<b>MWO</b>	38
<b>Total</b>	<b>96</b>

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

	September 2015	Year to Date	Since Implementation
<b>PSST</b>	189	152	140
<b>FCE</b>	71	81	86
<b>WT</b>	86	79	79
<b>MWO</b>	115	95	95
<b>All Ordinances</b>	<b>103</b>	<b>115</b>	<b>115</b>

### G. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation). Collection of an unpaid final order (\$140,947.28) has been referred to the City Legal Department. This is due to an employer that filed for bankruptcy.

	September 2015	Year to Date	Since Implementation
<b>PSST</b>	-	<b>\$6,246.77</b>	<b>\$31,782.65</b>
\$ Employee Remedy	-	\$5,996.77	\$31,282.65
Civil Penalties	-	\$250	\$500
% Collected	-	100%	100%
<b>FCE</b>	-	-	<b>\$18,500</b>
\$ Employee Remedy	-	-	\$18,500
Civil Penalties	-	-	0
% Collected	-	-	100%
<b>WT</b>	<b>\$140,947.28</b>	<b>\$142,875.40</b>	<b>\$142,875.40</b>
\$ Employee Remedy	\$140,447.28	\$142,375.40	\$142,375.40
Civil Penalties	\$500	\$500	\$500
% Collected	0%	1.35%	1.35%
<b>MWO</b>	<b>\$140,947.28</b>	<b>\$142,875.40</b>	<b>\$142,875.40</b>
\$ Employee Remedy	\$140,447.28	\$142,375.40	\$142,375.40
Civil Penalties	\$500	\$500	\$500
% Collected	0%	1.35%	1.35%
<b>Total</b>	<b>140,947.28</b>	<b>\$149,122.17</b>	<b>\$193,158.05</b>
\$ Employee Remedy	\$140,447.28	\$148,372.17	\$192,158.05
Civil Penalties	\$500	\$750	\$1,000.00
% Collected	0%	5.48%	27.03%

### H. Number of Employees Receiving Monetary Remedies

	September 2015	Year to Date	Since Implementation
<b>PSST</b>	-	7	61
<b>FCE</b>	-	0	2
<b>WT</b>	40	76	76
<b>MWO</b>	40	76	76
<b>Total</b>	<b>40</b>	<b>83</b>	<b>139</b>

### I. Required Employer Trainings

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

September 2015	Year to Date	Since Implementation
2	2	2

**J. Compliance Reviews - NEW**

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

	September 2015	Year to Date	Since Implementation
PSST	1	10	10
FCE	-	1	1
WT	-	-	-
<i>MWO</i>	-	-	-
<b>Total</b>	<b>1</b>	<b>11</b>	<b>11</b>

**K. Compliance Reviews - CLOSED**

	September 2015	Year to Date	Since Implementation
PSST	3	3	3
FCE	-	-	-
WT	-	-	-
<i>MWO</i>	-	-	-
<b>Total</b>	<b>3</b>	<b>3</b>	<b>3</b>

**L. Compliance Reviews - OPEN**

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