



Office of Labor Standards

# NOVEMBER 2017 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
- Minimum Wage (MW) 4/1/2015
- Hotel Employees Health and Safety Initiative (HEHS) 11/30/2016
- Secure Scheduling (SS) 7/1/2017

**A. Employer Inquiries**

	Nov 2017	Year to Date	Since Implementation
PSST	74	422	4,272
FCE	1	25	239
WT/MW	24	299	1,901
<i>WT</i>	6	56	355
<i>MW</i>	18	243	1,548
HEHS	-	40	59
SS	9	431	466
General	12	109	141
<b>Total</b>	<b>120</b>	<b>1,326</b>	<b>7,078</b>

**B. Employee Inquiries**

	Nov 2017	Year to Date	Since Implementation
PSST	32	313	1,634
FCE	7	49	169
WT/MW	37	407	1,136
<i>WT</i>	21	229	574
<i>MW</i>	16	178	562
SS	19	130	133
General	5	25	25
<b>Total</b>	<b>100</b>	<b>924</b>	<b>3,097</b>

**C. Investigations – NEW**

	Nov 2017	Year to Date	Since Implementation
PSST	7	34	259
FCE	1	11	107
SS	1	8	8
WT/MW	9	41	201
<i>WT</i>	5	18	46
<i>MW</i>	4	23	155
<b>Total</b>	<b>18</b>	<b>94</b>	<b>575</b>

**D. Investigations – CLOSED<sup>1</sup>**

	<b>Nov 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	<b>3</b>	<b>43</b>	<b>186</b>
Dismissal	1	6	24
Settlement	2	28	110
No Violation	-	2	31
Violation	-	7	21
<b>FCE</b>	<b>1</b>	<b>18</b>	<b>87</b>
Dismissal	-	2	9
Settlement	1	12	54
No Violation	-	4	14
Violation	-	-	10
<b>SS</b>	<b>-</b>	<b>1</b>	<b>1</b>
Dismissal	-	1	1
Settlement	-	-	-
No Violation	-	-	-
Violation	-	-	-
<b>WT/MW</b>	<b>4</b>	<b>48</b>	<b>133</b>
Dismissal	1	6	15
Settlement	2	27	72
No Violation	-	7	25
Violation	1	8	21
<i>WT</i>	<i>1</i>	<i>13</i>	<i>31</i>
<i>Dismissal</i>	<i>-</i>	<i>1</i>	<i>5</i>
<i>Settlement</i>	<i>1</i>	<i>11</i>	<i>18</i>
<i>No Violation</i>	<i>-</i>	<i>1</i>	<i>8</i>
<i>Violation</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>MW</i>	<i>3</i>	<i>35</i>	<i>102</i>
<i>Dismissal</i>	<i>1</i>	<i>5</i>	<i>10</i>
<i>Settlement</i>	<i>1</i>	<i>16</i>	<i>54</i>
<i>No Violation</i>	<i>-</i>	<i>6</i>	<i>17</i>
<i>Violation</i>	<i>1</i>	<i>8</i>	<i>21</i>
<b>Total</b>	<b>8</b>	<b>110</b>	<b>407</b>

**E. Investigations - OPEN**

<b>As of Nov 30, 2017</b>	
<b>PSST</b>	<b>77</b>
<b>FCE</b>	<b>21</b>
<b>SS</b>	<b>7</b>
<b>WT/MW</b>	<b>84</b>
<i>WT</i>	<i>19</i>
<i>MW</i>	<i>65</i>
<b>Total</b>	<b>189</b>

<sup>1</sup> Closures do not include matters addressed via Advisory Letter in initial enforcement of PSST and FCE (200 under PSST and 13 under FCE) These Letters resulted in numerous policy changes and monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

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

	<b>Nov 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	407	373	212
<b>FCE</b>	85	179	113
<b>SS</b>	-	84	84
<b>WT/MW</b>	320	361	264
<i>WT</i>	108	353	281
<i>MW</i>	531	365	258
<b>All Ordinances</b>	<b>323</b>	<b>334</b>	<b>208</b>

**G. Monetary Remedies**

Collections of unpaid final orders totaling \$278,201.15 have been referred to the City Legal Department for enforcement/recovery of amount due. Many employers subject to unpaid final orders are no longer in business. OLS recovered \$78,477.32 of \$140,947.28 due from one employer through a bankruptcy proceeding. Note that OLS reports monetary remedies each month, but the remedy is often not due the same month and may include cases on appeal. Thus, our reporting deflates the percentage of amount due collected.

	<b>Nov 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	<b>\$5,810.00</b>	<b>\$120,599.03</b>	<b>\$300,041.49</b>
\$ Employee Remedy	\$5,560.00	\$118,349.03	\$292,666.49
Civil Penalties	\$250.00	\$2,250.00	\$7,375.00
% Collected of Amount Due	-	95%	98%
% of Investigations with Amount Due Collected	-	93% (13 of 14)	98% (67 of 68)
<b>FCE</b>	<b>\$500.00</b>	<b>\$4,500.00</b>	<b>\$24,500.00</b>
\$ Employee Remedy	\$500.00	\$3,000.00	\$22,250.00
Civil Penalties	-	\$1,500.00	\$2,250.00
% Collected of Amount Due	-	100%	100%
% of Investigations with Amount Due Collected	-	100% (9 of 9)	100% (13 of 13)
<b>WT/MW</b>	<b>\$44,953.78</b>	<b>\$347,117.94</b>	<b>\$789,326.02</b>
\$ Employee Remedy	\$34,703.78	\$319,747.94	\$734,036.02
Civil Penalties	\$10,250.00	\$27,370.00	\$55,290.00
% Collected of Amount Due	-	74%	64%
% of Investigations with Amount Due Collected	-	81% (22 of 27)	88% (69 of 78)
<i>WT</i>	<i>\$29,630.67</i>	<i>\$55,168.21</i>	<i>\$79,420.53</i>
\$ Employee Remedy	<i>\$29,630.67</i>	<i>\$54,568.21</i>	<i>\$78,820.53</i>
Civil Penalties	<i>-</i>	<i>\$ 600.00</i>	<i>\$600.00</i>
% Collected of Amount Due	<i>-</i>	<i>44%</i>	<i>61%</i>
% of Investigations with Amount Due Collected	<i>-</i>	<i>77% (7 of 9)</i>	<i>87% (13 of 15)</i>
<i>MW</i>	<i>\$15,323.11</i>	<i>\$291,949.73</i>	<i>\$709,905.49</i>
\$ Employee Remedy	<i>\$5,073.11</i>	<i>\$265,179.73</i>	<i>\$655,215.49</i>
Civil Penalties	<i>\$10,250.00</i>	<i>\$26,770.00</i>	<i>\$54,690.00</i>
% Collected of Amount Due	<i>-</i>	<i>80%</i>	<i>65%</i>
% of Investigations with Amount Due Collected	<i>-</i>	<i>83% (15 of 18)</i>	<i>89% (56 of 63)</i>
<b>Total</b>	<b>\$51,263.78</b>	<b>\$472,216.97</b>	<b>\$1,113,867.51</b>
\$ Employee Remedy	\$40,763.78	\$441,096.97	\$1,048,952.51
Civil Penalties	\$10,500.00	\$31,120.00	\$64,915.00
% Collected of Amount Due	-	80%	74%
% of Investigations with Amount Due Collected	-	88% (44 of 50)	94% (149 of 159)

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

	Nov 2017	Year to Date	Since Implementation
PSST	278	900	1,226
FCE	1	6	9
WT/MW	9	561	1,255
<i>WT</i>	5	215	225
<i>MW</i>	4	346	1,030
<b>Total</b>	<b>288</b>	<b>1,467</b>	<b>2,490</b>

**I. Employer Training**

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

Nov 2017	Year to Date	Since Implementation
5	40	99

**J. Compliance Reviews - NEW**

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

	Nov 2017	Year to Date	Since Implementation
PSST	3	32	91
FCE	-	8	49
WT/MW	1	14	44
<i>WT</i>	-	0	2
<i>MW</i>	1	14	42
<b>Total</b>	<b>4</b>	<b>54</b>	<b>184</b>

**K. Compliance Reviews – CLOSED**

	Nov 2017	Year to Date	Since Implementation
PSST	2	24	53
FCE	-	10	46
WT/MW	-	8	11
<i>WT</i>	-	1	1
<i>MW</i>	-	7	10
<b>Total</b>	<b>2</b>	<b>42</b>	<b>110</b>

**L. Compliance Reviews – OPEN**

	Nov 2017
PSST	18
FCE	4
WT/MW	10
<i>WT</i>	-
<i>MW</i>	10
<b>Total</b>	<b>32</b>