



## Office of Labor Standards

# MARCH 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) To Take Effect 7/1/2017

#### A. Employer Inquiries

	March 2017	Year to Date	Since Implementation
PSST	34	115	3,965
FCE	1	5	219
WT/MW	22	124	1,726
WT	7	15	314
MW	15	109	1,412
HEHS	2	10	29
SS	26	49	84
General	16	44	76
<b>Total</b>	<b>101</b>	<b>347</b>	<b>6,099</b>

#### B. Employee Inquiries

	March 2017	Year to Date	Since Implementation
PSST	36	120	1,441
FCE	1	8	128
WT/MW	29	136	865
WT	14	52	397
MW	15	84	468
SS	2	2	5
General	-	3	3
<b>Total</b>	<b>68</b>	<b>108</b>	<b>2,442</b>

#### C. Investigations – NEW

	March 2017	Year to Date	Since Implementation
PSST	2	5	230
FCE	-	1	97
WT/MW	2	4	164
WT	2	3	31
MW	-	1	133
<b>Total</b>	<b>4</b>	<b>10</b>	<b>491</b>

#### 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.

	March 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>4</b>	<b>8</b>	<b>151</b>
Dismissal	-	1	19
Settlement	3	5	87
No Violation	-	-	29
Director's Order	1	2	16
<b>FCE</b>	<b>3</b>	<b>10</b>	<b>79</b>
Dismissal	-	1	8
Settlement	3	8	50
No Violation	-	1	11
Director's Order	-	-	10
<b>WT/MW</b>	<b>3</b>	<b>13</b>	<b>98</b>
Dismissal	-	3	12
Settlement	1	4	48
No Violation	1	3	22
Director's Order	1	3	16
<i>WT</i>	<i>1</i>	<i>2</i>	<i>20</i>
<i>Dismissal</i>	<i>-</i>	<i>1</i>	<i>5</i>
<i>Settlement</i>	<i>-</i>	<i>-</i>	<i>7</i>
<i>No Violation</i>	<i>1</i>	<i>1</i>	<i>8</i>
<i>Director's Order</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>MW</i>	<i>2</i>	<i>11</i>	<i>78</i>
<i>Dismissal</i>	<i>-</i>	<i>2</i>	<i>7</i>
<i>Settlement</i>	<i>1</i>	<i>4</i>	<i>41</i>
<i>No Violation</i>	<i>-</i>	<i>2</i>	<i>14</i>
<i>Director's Order</i>	<i>1</i>	<i>3</i>	<i>16</i>
<b>Total</b>	<b>10</b>	<b>31</b>	<b>328</b>

#### E. Investigations – OPEN

As of March 31, 2017	
<b>PSST</b>	79
<b>FCE</b>	18
<b>WT</b>	66
<i>WT</i>	11
<i>MW</i>	55
<b>Total</b>	<b>163</b>

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

	March 2017	Year to Date	Since Implementation
<b>PSST</b>	333	334	174
<b>FCE</b>	199	184	108
<b>WT</b>	312	362	229
<i>WT</i>	351	325	231
<i>MW</i>	293	369	229
<b>All Ordinances</b>	<b>286</b>	<b>297</b>	<b>174</b>

### 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.

	March 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>\$4,404.11</b>	<b>\$4,404.11</b>	<b>\$180,992.53</b>
\$ Employee Remedy	\$4,404.11	\$4,404.11	\$175,867.53
Civil Penalties	-	-	\$5,125
% Collected of Amount Due	100%	100%	100%
% of Investigations with Amount Due Collected	100% (1 of 1)	100% (1 of 1)	100% (53 of 53)
<b>FCE</b>	<b>\$1,000</b>	<b>\$3,000</b>	<b>\$23,000</b>
\$ Employee Remedy	\$500	\$1,500	\$20,750
Civil Penalties	\$500	\$1,500	\$2,250
% Collected of Amount Due	100%	100%	100%
% of Investigations with Amount Due Collected	100% (1 of 1)	100% (5 of 5)	100% (9 of 9)
<b>WT/MW</b>	<b>\$6,419.90</b>	<b>\$357,919.60</b>	<b>\$805,919.34</b>
\$ Employee Remedy	\$4,369.90	\$336,869.60	\$756,949.34
Civil Penalties	\$2,050	\$21,050	\$48,970
% Collected of Amount Due	100%	6.39%	23.83%
% of Investigations with Amount Due Collected	100% (1 of 1)	83.33% (5 of 6)	78.94% (45 of 57)
<i>WT</i>	-	-	<i>\$24,252.32</i>
<i>\$ Employee Remedy</i>	-	-	<i>\$24,252.32</i>
<i>Civil Penalties</i>	-	-	-
<i>% Collected of Amount Due</i>	-	-	<i>100%</i>
<i>% of Investigations with Amount Due Collected</i>	-	-	<i>100% (6 of 6)</i>
<b>MW</b>	<b>\$6,419.90</b>	<b>\$357,919.60</b>	<b>\$781,667.02</b>
\$ Employee Remedy	\$4,369.90	\$336,869.60	\$732,697.02
Civil Penalties	\$2,050	\$21,050	\$48,970
% Collected of Amount Due	100%	6.39%	21.47%
% of Investigations with Amount Due Collected	100% (1 of 1)	83.33% (5 of 6)	76.47% (39 of 51)
<b>Total</b>	<b>\$11,824.01</b>	<b>\$365,323.71</b>	<b>\$1,009,911.87</b>
\$ Employee Remedy	\$9,274.01	\$342,773.71	\$953,566.87
Civil Penalties	\$2,550	\$22,550	\$56,345
% Collected of Amount Due	100%	7.23%	38.96%
% of Investigations with Amount Due Collected	100% (3 of 3)	91.67% (11 of 12)	89.92% (107 of 119)

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

	March 2017	Year to Date	Since Implementation
PSST	7	7	334
FCE	1	3	6
WT	47	208	901
<i>WT</i>	-	-	10
<i>MW</i>	47	208	891
<b>Total</b>	<b>55</b>	<b>218</b>	<b>1,241</b>

#### I. Employer Trainings

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

	March 2017	Year to Date	Since Implementation
	2	5	64

#### J. Compliance Reviews - NEW

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

	March 2017	Year to Date	Since Implementation
PSST	4	14	66
FCE	-	2	41
WT/MW	1	4	27
<i>WT</i>	-	0	2
<i>MW</i>	1	4	25
<b>Total</b>	<b>5</b>	<b>20</b>	<b>134</b>

#### K. Compliance Reviews – CLOSED

	March 2017	Year to Date	Since Implementation
PSST	1	1	29
FCE	-	2	40
WT/MW	-	2	5
<i>WT</i>	-	1	1
<i>MW</i>	-	1	4
<b>Total</b>	<b>1</b>	<b>5</b>	<b>74</b>

#### L. Compliance Reviews – OPEN

	March 2017
PSST	37
FCE	1
WT/MW	22
<i>WT</i>	1
<i>MW</i>	21
<b>Total</b>	<b>60</b>