



Office of Labor Standards

AUGUST 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

	Aug 2017	Year to Date	Since Implementation
PSST	44	287	4,137
FCE	2	18	232
WT/MW	26	244	1,846
WT	5	42	341
MW	21	202	1,505
HEHS	3	31	50
SS	45	372	407
General	5	78	110
Total	123	1,030	6,782

B. Employee Inquiries

	Aug 2017	Year to Date	Since Implementation
PSST	23	228	1,549
FCE	5	34	154
WT/MW	33	295	1,024
WT	26	164	509
MW	7	131	515
SS	27	71	74
General	0	12	12
Total	88	641	2,814

C. Investigations – NEW

	Aug 2017	Year to Date	Since Implementation
PSST	7	21	246
FCE	3	9	105
SS	2	6	6
WT/MW	8	21	181
WT	2	8	36
MW	6	13	145
Total	20	57	538

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 numerous policy changes and monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

	Aug 2017	Year to Date	Since Implementation
PSST	4	31	174
Dismissal	1	3	21
Settlement	1	20	102
No Violation	-	2	25
Director's Order	2	6	26
FCE	2	14	83
Dismissal	1	2	9
Settlement	2	11	54
No Violation	-	1	10
Director's Order	-	-	10
WT/MW	4	33	124
Dismissal	-	4	12
Settlement	4	17	62
No Violation	-	5	27
Director's Order	-	7	23
<i>WT</i>	3	8	31
<i>Dismissal</i>	-	1	5
<i>Settlement</i>	1	3	10
<i>No Violation</i>	-	2	11
<i>Director's Order</i>	-	-	3
<i>MW</i>	1	25	93
<i>Dismissal</i>	-	3	7
<i>Settlement</i>	1	12	50
<i>No Violation</i>	-	3	16
<i>Director's Order</i>	-	7	20
Total	10	78	381

E. Investigations – OPEN

As of Aug 31, 2017	
PSST	77
FCE	20
SS	4
WT	77
<i>WT</i>	17
<i>MW</i>	60
Total	178

F. Average # Days to Resolve Investigation

	Aug 2017	Year to Date	Since Implementation
PSST	559	355	196
FCE	143	182	111
WT	407	371	251
<i>WT</i>	440	421	282
<i>MW</i>	309	353	242
All Ordinances	415	328	194

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.

	Aug 2017	Year to Date	Since Implementation
PSST	\$25,364.98	\$97,976.44	\$277,418.90
\$ Employee Remedy	\$25,364.98	\$95,976.44	\$270,293.90
Civil Penalties	-	\$2,000	\$7,125
% Collected of Amount Due	50%	87%	95%
% of Investigations with Amount Due Collected	100% (1 of 1)	91% (10 of 11)	98% (64 of 65)
FCE	\$500.00	\$4,000.00	\$24,000.00
\$ Employee Remedy	-	\$2,500.00	\$21,750.00
Civil Penalties	\$500.00	\$1,500.00	\$2,250.00
% Collected of Amount Due	100%	100%	100%
% of Investigations with Amount Due Collected	100% (1 of 1)	100% (8 of 8)	100% (12 of 12)
WT/MW	\$22,726.26	\$402,289.11	\$841,811.83
\$ Employee Remedy	\$21,756.26	\$377,169.11	\$788,771.83
Civil Penalties	\$970.00	\$25,120.00	\$53,040.00
% Collected of Amount Due	98%	13%	26%
% of Investigations with Amount Due Collected	67% (2 of 3)	76% (13 of 17)	78% (53 of 68)
<i>WT</i>	<i>\$10,653.45</i>	<i>\$20,814.45</i>	<i>\$45,066.77</i>
<i>\$ Employee Remedy</i>	<i>\$10,153.45</i>	<i>\$19,714.45</i>	<i>\$43,966.77</i>
<i>Civil Penalties</i>	<i>\$500.00</i>	<i>\$1,100.00</i>	<i>\$1,100.00</i>
<i>% Collected of Amount Due</i>	<i>95%</i>	<i>46%</i>	<i>75%</i>
<i>% of Investigations with Amount Due Collected</i>	<i>50% (1 of 2)</i>	<i>67% (2 of 3)</i>	<i>90% (9 of 10)</i>
<i>MW</i>	<i>\$12,072.81</i>	<i>\$381,474.66</i>	<i>\$796,745.06</i>
<i>\$ Employee Remedy</i>	<i>\$11,602.81</i>	<i>\$357,454.66</i>	<i>\$744,805.06</i>
<i>Civil Penalties</i>	<i>\$470.00</i>	<i>\$24,020.00</i>	<i>\$51,940.00</i>
<i>% Collected of Amount Due</i>	<i>100%</i>	<i>11%</i>	<i>23%</i>
<i>% of Investigations with Amount Due Collected</i>	<i>100% (1 of 1)</i>	<i>77% (10 of 13)</i>	<i>76% (44 of 58)</i>
Total	\$48,591.24	\$504,265.55	\$1,143,230.73
\$ Employee Remedy	\$47,121.24	\$475,645.55	\$1,080,815.73
Civil Penalties	\$1,470.00	\$28,620.00	\$62,415.00
% Collected of Amount Due	52%	28%	44%
% of Investigations with Amount Due Collected	80% (4 of 5)	87% (33 of 38)	89% (129 of 145)

H. Number of Employees Awarded Monetary Remedies

	Aug 2017	Year to Date	Since Implementation
PSST	80	455	861
FCE	-	4	8
WT/MW	98	259	1,051
<i>WT</i>	<i>1</i>	<i>17</i>	<i>28</i>
<i>MW</i>	<i>97</i>	<i>242</i>	<i>1,023</i>
Total	178	718	1,920

I. Employer Training

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

	Aug 2017	Year to Date	Since Implementation
	2	22	81

J. Compliance Reviews - NEW

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

	Aug 2017	Year to Date	Since Implementation
PSST	1	25	84
FCE	1	6	47
WT/MW	0	10	40
<i>WT</i>	-	0	2
<i>MW</i>	0	10	38
Total	2	41	171

K. Compliance Reviews – CLOSED

	Aug 2017	Year to Date	Since Implementation
PSST	1	14	43
FCE	2	6	42
WT/MW	1	8	11
<i>WT</i>	-	1	1
<i>MW</i>	1	7	10
Total	4	28	96

L. Compliance Reviews – OPEN

	Aug 2017
PSST	22
FCE	5
WT/MW	10
<i>WT</i>	-
<i>MW</i>	10
Total	37