



Office of Labor Standards

FEBRUARY 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

	February 2017	Year to Date	Since Implementation
PSST	33	81	3,931
FCE	1	4	218
WT/MW	29	102	1,704
WT	4	8	307
MW	25	94	1,397
HEHS	3	5	27
SS	14	9	58
General	9	19	60
Total	89	246	5,998

B. Employee Inquiries

	February 2017	Year to Date	Since Implementation
PSST	37	84	1,405
FCE	7	7	127
WT/MW	46	107	836
WT	20	38	383
MW	26	69	453
SS	-	-	3
General	3	3	3
Total	93	108	2,374

C. Investigations – NEW

	February 2017	Year to Date	Since Implementation
PSST	3	3	228
FCE	1	1	97
WT/MW	2	2	162
WT	1	1	29
MW	1	1	133
Total	6	6	487

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.

	February 2017	Year to Date	Since Implementation
PSST	2	4	147
Dismissal	-	1	19
Settlement	2	2	84
No Violation	-	-	29
Director's Order	-	1	15
FCE	3	7	76
Dismissal	-	1	8
Settlement	2	5	47
No Violation	1	1	11
Director's Order	-	-	10
WT/MW	5	10	95
Dismissal	2	3	12
Settlement	3	3	47
No Violation	-	2	21
Director's Order	-	2	15
WT	1	1	19
Dismissal	1	1	5
Settlement	-	-	7
No Violation	-	-	7
Director's Order	-	-	-
MW	4	9	76
Dismissal	1	2	7
Settlement	3	3	40
No Violation	-	2	14
Director's Order	-	2	15
Total	10	21	318

E. Investigations – OPEN

As of February 28, 2017	
PSST	81
FCE	21
WT	67
WT	10
MW	57
Total	169

F. Average # Days to Resolve Investigation

	February 2017	Year to Date	Since Implementation
PSST	253	336	169
FCE	210	177	104
WT	337	377	227
WT	298	298	225
MW	347	386	227
All Ordinances	282	303	171

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.

	February 2017	Year to Date	Since Implementation
PSST	-	-	\$176,588.42
\$ Employee Remedy	-	-	\$171,963.42
Civil Penalties	-	-	\$4,625
% Collected of Amount Due	-	-	100%
% of Investigations with Amount Due Collected	-	-	100% (52 of 52)
FCE	\$500	\$2,000	\$21,500
\$ Employee Remedy	-	\$1,000	\$20,250
Civil Penalties	\$500	\$1,000	\$1,750
% Collected of Amount Due	100%	75%	100%
% of Investigations with Amount Due Collected	100% (1 of 1)	75% (3 of 4)	87.5% (7 of 8)
WT/MW	\$930.99	\$351,499.70	\$799,137.45
\$ Employee Remedy	\$930.99	\$332,499.70	\$752,217.45
Civil Penalties	-	\$19,000	\$46,920
% Collected of Amount Due	100%	4.59%	23.19%
% of Investigations with Amount Due Collected	100% (2 of 2)	66.67% (2 of 3)	78.18% (43 of 55)
WT	-	-	\$24,252.32
\$ Employee Remedy	-	-	\$24,252.32
Civil Penalties	-	-	-
% Collected of Amount Due	-	-	100%
% of Investigations with Amount Due Collected	-	-	100% (6 of 6)
MW	\$930.99	\$351,499.70	\$775,247.12
\$ Employee Remedy	\$930.99	\$332,499.70	\$728,327.12
Civil Penalties	-	\$19,000	\$46,920
% Collected of Amount Due	100%	4.59%	20.78%
% of Investigations with Amount Due Collected	100% (2 of 2)	66.67% (2 of 3)	75.51% (37 of 49)
Total	\$1,430.99	\$353,499.70	\$997,225.87
\$ Employee Remedy	\$930.99	\$333,499.70	\$944,430.87
Civil Penalties	\$500	\$20,000	\$53,295
% Collected of Amount Due	100%	4.98%	38.42%
% of Investigations with Amount Due Collected	100% (3 of 3)	71.43% (5 of 7)	88.7% (102 of 115)

H. Number of Employees Awarded Monetary Remedies

	February 2017	Year to Date	Since Implementation
PSST	-	-	327
FCE	-	2	5
WT	4	161	854
WT	-	-	10
MW	4	161	844
Total	4	163	1,186

I. Employer Trainings

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

	February 2017	Year to Date	Since Implementation
	-	3	62

J. Compliance Reviews - NEW

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

	February 2017	Year to Date	Since Implementation
PSST	4	10	62
FCE	-	2	41
WT/MW	1	3	26
WT	-	0	2
MW	1	3	24
Total	5	15	129

K. Compliance Reviews – CLOSED

	February 2017	Year to Date	Since Implementation
PSST	-	-	28
FCE	-	1	39
WT/MW	1	2	5
WT	-	1	1
MW	1	1	4
Total	1	3	72

L. Compliance Reviews – OPEN

	February 2017
PSST	34
FCE	2
WT/MW	21
WT	1
MW	20
Total	57