



Office of Labor Standards

JULY 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

	July 2017	Year to Date	Since Implementation
PSST	30	243	4,093
FCE	2	16	230
WT/MW	23	218	1,820
WT	4	37	336
MW	19	181	1,484
HEHS	2	28	47
SS	71	327	362
General	5	75	107
Total	133	907	6,659

B. Employee Inquiries

	July 2017	Year to Date	Since Implementation
PSST	17	199	1,513
FCE	7	29	156
WT/MW	22	262	992
WT	12	138	485
MW	10	124	507
SS	30	44	47
General	1	12	12
Total	77	546	2,720

C. Investigations – NEW

	July 2017	Year to Date	Since Implementation
PSST	2	14	234
FCE	0	6	106
SS	4	4	4
WT/MW	3	13	175
WT	2	5	34
MW	1	8	141
Total	9	37	519

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.

	July 2017	Year to Date	Since Implementation
PSST	2	27	170
Dismissal	-	2	20
Settlement	-	19	101
No Violation	1	2	25
Director's Order	1	4	24
FCE	-	12	81
Dismissal	-	1	8
Settlement	-	10	53
No Violation	-	1	10
Director's Order	-	-	10
WT/MW	3	29	120
Dismissal	-	4	12
Settlement	1	13	58
No Violation	2	5	27
Director's Order	-	7	23
<i>WT</i>	<i>2</i>	<i>5</i>	<i>28</i>
<i>Dismissal</i>	<i>-</i>	<i>1</i>	<i>5</i>
<i>Settlement</i>	<i>1</i>	<i>2</i>	<i>9</i>
<i>No Violation</i>	<i>1</i>	<i>2</i>	<i>11</i>
<i>Director's Order</i>	<i>-</i>	<i>-</i>	<i>3</i>
<i>MW</i>	<i>1</i>	<i>24</i>	<i>92</i>
<i>Dismissal</i>	<i>-</i>	<i>3</i>	<i>7</i>
<i>Settlement</i>	<i>-</i>	<i>11</i>	<i>49</i>
<i>No Violation</i>	<i>1</i>	<i>3</i>	<i>16</i>
<i>Director's Order</i>	<i>-</i>	<i>7</i>	<i>20</i>
Total	5	68	371

E. Investigations – OPEN

As of July 31, 2017	
PSST	75
FCE	18
SS	4
WT	72
<i>WT</i>	<i>22</i>
<i>MW</i>	<i>50</i>
Total	169

F. Average # Days to Resolve Investigation

	July 2017	Year to Date	Since Implementation
PSST	374	338	191
FCE	0	189	110
WT	583	366	246
<i>WT</i>	<i>517</i>	<i>410</i>	<i>262</i>
<i>MW</i>	<i>714</i>	<i>355</i>	<i>241</i>
All Ordinances	500	321	190

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.

	July 2017	Year to Date	Since Implementation
PSST	-	\$72,611.46	\$252,447.70
\$ Employee Remedy	-	\$70,611.46	\$245,322.70
Civil Penalties	-	\$2,000	\$7,125
% Collected of Amount Due	-	77%	100%
% of Investigations with Amount Due Collected	-	90% (9 of 10)	93% (63 of 64)
FCE	-	\$3,500	\$23,500
\$ Employee Remedy	-	\$2,000	\$21,750
Civil Penalties	-	\$1,500	\$1,750
% Collected of Amount Due	-	100%	100%
% of Investigations with Amount Due Collected	-	100% (7 of 7)	100% (11 of 11)
WT/MW	\$2,016.69	\$379,063.15	\$818,562.89
\$ Employee Remedy	\$2,016.69	\$355,413.15	\$766,992.89
Civil Penalties	\$100	\$23,550	\$51,570
% Collected of Amount Due	100%	10%	25%
% of Investigations with Amount Due Collected	100% (2 of 2)	79% (11 of 14)	78% (51 of 65)
<i>WT</i>	<i>\$2,016.69</i>	<i>\$9,561.30</i>	<i>\$33,913.62</i>
<i>\$ Employee Remedy</i>	<i>\$2,016.69</i>	<i>\$9,561.30</i>	<i>\$33,813.62</i>
<i>Civil Penalties</i>	<i>\$100</i>	<i>\$100</i>	<i>\$100</i>
<i>% Collected of Amount Due</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>
<i>% of Investigations with Amount Due Collected</i>	<i>100% (2 of 2)</i>	<i>100% (2 of 2)</i>	<i>100% (8 of 8)</i>
<i>MW</i>	-	<i>\$369,401.85</i>	<i>\$784,649.27</i>
<i>\$ Employee Remedy</i>	-	<i>\$345,851.85</i>	<i>\$733,179.27</i>
<i>Civil Penalties</i>	-	<i>\$23,050</i>	<i>\$51,470</i>
<i>% Collected of Amount Due</i>	-	<i>8%</i>	<i>22%</i>
<i>% of Investigations with Amount Due Collected</i>	-	<i>75% (9 of 12)</i>	<i>75% (43 of 57)</i>
Total	\$2016.69	\$428,524.61	\$1,094,510.59
\$ Employee Remedy	\$2016.69	\$455,174.61	\$1,034,065.59
Civil Penalties	\$100	\$26,550.00	\$60,445
% Collected of Amount Due	100%	21%	43%
% of Investigations with Amount Due Collected	100% (2 of 2)	87% (27 of 31)	89% (125 of 140)

H. Number of Employees Awarded Monetary Remedies

	July 2017	Year to Date	Since Implementation
PSST	-	455	784
FCE	-	4	7
WT	5	259	953
<i>WT</i>	5	17	27
<i>MW</i>	-	242	926
Total	5	718	1,744

I. Employer Training

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

	July 2017	Year to Date	Since Implementation
	4	20	79

J. Compliance Reviews - NEW

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

	July 2017	Year to Date	Since Implementation
PSST	4	24	83
FCE	3	5	46
WT/MW	1	10	40
<i>WT</i>	-	0	2
<i>MW</i>	1	10	38
Total	8	39	169

K. Compliance Reviews – CLOSED

	July 2017	Year to Date	Since Implementation
PSST	3	13	42
FCE	0	4	40
WT/MW	1	7	10
<i>WT</i>	-	1	1
<i>MW</i>	1	6	9
Total	5	24	92

L. Compliance Reviews – OPEN

	July 2017
PSST	21
FCE	3
WT/MW	10
<i>WT</i>	2
<i>MW</i>	8
Total	34