



Office of Labor Standards

**MAY 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**

	May 2017	Year to Date	Since Implementation
PSST	41	199	4,049
FCE	3	13	227
WT/MW	24	196	1,798
WT	8	48	347
MW	16	148	1,451
HEHS	7	17	36
SS	55	121	166
General	8	63	95
<b>Total</b>	<b>138</b>	<b>485</b>	<b>6,334</b>

**B. Employee Inquiries**

	May 2017	Year to Date	Since Implementation
PSST	21	156	1,477
FCE	6	15	135
WT/MW	28	193	922
WT	21	96	441
MW	7	97	481
SS	5	10	13
General	1	7	7
<b>Total</b>	<b>45</b>	<b>381</b>	<b>2,554</b>

**C. Investigations – NEW**

	May 2017	Year to Date	Since Implementation
PSST	-	5	230
FCE	1	2	98
WT/MW	1	7	167
WT	1	4	32
MW	-	3	135
<b>Total</b>	<b>2</b>	<b>14</b>	<b>495</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.

	May 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>10</b>	<b>21</b>	<b>154</b>
Dismissal	1	2	19
Settlement	6	14	90
No Violation	1	1	29
Director's Order	2	4	16
<b>FCE</b>	<b>4</b>	<b>15</b>	<b>80</b>
Dismissal	-	1	8
Settlement	4	13	51
No Violation	-	1	11
Director's Order	-	-	10
<b>WT/MW</b>	<b>7</b>	<b>21</b>	<b>99</b>
Dismissal	-	3	12
Settlement	4	9	49
No Violation	-	3	22
Director's Order	3	6	16
<i>WT</i>	<i>7</i>	<i>9</i>	<i>20</i>
<i>Dismissal</i>	<i>-</i>	<i>1</i>	<i>5</i>
<i>Settlement</i>	<i>4</i>	<i>4</i>	<i>7</i>
<i>No Violation</i>	<i>-</i>	<i>1</i>	<i>8</i>
<i>Director's Order</i>	<i>3</i>	<i>3</i>	<i>-</i>
<i>MW</i>	<i>-</i>	<i>12</i>	<i>79</i>
<i>Dismissal</i>	<i>-</i>	<i>2</i>	<i>7</i>
<i>Settlement</i>	<i>-</i>	<i>5</i>	<i>42</i>
<i>No Violation</i>	<i>-</i>	<i>2</i>	<i>14</i>
<i>Director's Order</i>	<i>-</i>	<i>3</i>	<i>16</i>
<b>Total</b>	<b>21</b>	<b>57</b>	<b>354</b>

**E. Investigations – OPEN**

As of May 31, 2017	
<b>PSST</b>	<b>79</b>
<b>FCE</b>	<b>19</b>
<b>WT</b>	<b>69</b>
<i>WT</i>	<i>12</i>
<i>MW</i>	<i>57</i>
<b>Total</b>	<b>167</b>

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

	May 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>334</b>	<b>316</b>	<b>180</b>
<b>FCE</b>	<b>278</b>	<b>189</b>	<b>110</b>
<b>WT</b>	<b>325</b>	<b>340</b>	<b>235</b>
<i>WT</i>	<i>-</i>	<i>325</i>	<i>231</i>
<i>MW</i>	<i>325</i>	<i>341</i>	<i>236</i>
<b>All Ordinances</b>	<b>326</b>	<b>295</b>	<b>181</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.

	May 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>\$10,343.31</b>	<b>\$20,066.00</b>	<b>\$186,311.11</b>
\$ Employee Remedy	\$9,343.31	\$19,066.00	\$190,529.42
Civil Penalties	\$1,000	\$1,000	\$6,125
% Collected of Amount Due	87.03%	93.34%	99.23%
% of Investigations with Amount Due Collected	75% (3 of 4)	87.5% (7 of 8)	93.7% (59 of 63)
<b>FCE</b>	<b>\$500</b>	<b>\$3,500</b>	<b>\$23,500</b>
\$ Employee Remedy	\$500	\$2,000	\$21,250
Civil Penalties	-	\$1,500	\$2,250
% Collected of Amount Due	0%	85.71%	97.87%
% of Investigations with Amount Due Collected	0%	85.71% (6 of 7)	83.33% (10 of 11)
<b>WT/MW</b>	<b>\$10,440.84</b>	<b>\$368,360.44</b>	<b>\$816,360.00</b>
\$ Employee Remedy	\$8,440.84	\$345,310.44	\$765,390.18
Civil Penalties	\$2,000	\$23,050	\$50,970
% Collected of Amount Due	48.29%	7.58%	24.14%
% of Investigations with Amount Due Collected	66.67% (4 of 6)	83.33% (10 of 12)	98.36% (60 of 61)
<i>WT</i>	-	-	<b>\$24,252.32</b>
<i>\$ Employee Remedy</i>	-	-	\$24,252.32
<i>Civil Penalties</i>	-	-	-
<i>% Collected of Amount Due</i>	-	-	100%
<i>% of Investigations with Amount Due Collected</i>	-	-	100% (6 of 6)
<i>MW</i>	<b>\$10,440.84</b>	<b>\$368,360.44</b>	<b>\$781,667.02</b>
<i>\$ Employee Remedy</i>	\$8,440.84	\$345,310.44	\$741,1138
<i>Civil Penalties</i>	\$2,000	\$23,050	\$50,970
<i>% Collected of Amount Due</i>	48.29%	7.58%	24.14%
<i>% of Investigations with Amount Due Collected</i>	66.67% (4 of 6)	83.33% (10 of 12)	93.36% (60 of 61)
<b>Total</b>	<b>\$21,288.15</b>	<b>\$391,926.44</b>	<b>\$1,026,171.11</b>
\$ Employee Remedy	\$17,784.15	\$366,376.44	\$977,169.60
Civil Penalties	\$3,500	\$25,550	\$59,345
% Collected of Amount Due	66%	7.89%	40.48%
% of Investigations with Amount Due Collected	70% (7 of 10)	85% (23 of 27)	96% (129 of 135)

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

	May 2017	Year to Date	Since Implementation
PSST	35	70	397
FCE	1	4	7
WT	32	240	923
<i>WT</i>	-	-	10
<i>MW</i>	32	240	913
<b>Total</b>	<b>68</b>	<b>314</b>	<b>1,327</b>

#### I. Employer Training

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

	May 2017	Year to Date	Since Implementation
	9	16	75

#### J. Compliance Reviews - NEW

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

	May 2017	Year to Date	Since Implementation
PSST	4	22	74
FCE	1	3	42
WT/MW	2	8	31
<i>WT</i>	-	0	2
<i>MW</i>	2	8	29
<b>Total</b>	<b>7</b>	<b>33</b>	<b>147</b>

#### K. Compliance Reviews – CLOSED

	May 2017	Year to Date	Since Implementation
PSST	2	9	37
FCE	1	3	41
WT/MW	1	3	6
<i>WT</i>	-	-	1
<i>MW</i>	1	2	5
<b>Total</b>	<b>4</b>	<b>15</b>	<b>84</b>

#### L. Compliance Reviews – OPEN

	May 2017
PSST	35
FCE	1
WT/MW	24
<i>WT</i>	1
<i>MW</i>	22
<b>Total</b>	<b>60</b>