



Office of Labor Standards

APRIL 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

	April 2017	Year to Date	Since Implementation
PSST	29	158	4,008
FCE	5	10	224
WT/MW	22	172	1,774
WT	5	40	339
MW	17	132	1,435
HEHS	0	10	29
SS	24	66	111
General	11	55	87
Total	97	347	6,196

B. Employee Inquiries

	April 2017	Year to Date	Since Implementation
PSST	9	129	1,450
FCE	1	9	129
WT/MW	29	165	894
WT	23	75	420
MW	6	90	474
SS	3	5	8
General	3	6	9
Total	45	314	2,490

C. Investigations – NEW

	April 2017	Year to Date	Since Implementation
PSST	-	5	230
FCE	-	1	97
WT/MW	2	6	166
WT	-	3	31
MW	2	3	135
Total	2	12	493

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.

	April 2017	Year to Date	Since Implementation
PSST	3	11	154
Dismissal	-	1	19
Settlement	3	8	90
No Violation	-	-	29
Director's Order	-	2	16
FCE	1	11	80
Dismissal	-	1	8
Settlement	1	9	51
No Violation	-	1	11
Director's Order	-	-	10
WT/MW	1	14	99
Dismissal	-	3	12
Settlement	1	5	49
No Violation	-	3	22
Director's Order	-	3	16
<i>WT</i>	-	2	20
<i>Dismissal</i>	-	1	5
<i>Settlement</i>	-	-	7
<i>No Violation</i>	-	1	8
<i>Director's Order</i>	-	-	-
<i>MW</i>	1	12	79
<i>Dismissal</i>	-	2	7
<i>Settlement</i>	1	5	42
<i>No Violation</i>	-	2	14
<i>Director's Order</i>	-	3	16
Total	5	36	333

E. Investigations – OPEN

As of April 30, 2017	
PSST	79
FCE	18
WT	68
<i>WT</i>	11
<i>MW</i>	57
Total	165

F. Average # Days to Resolve Investigation

	April 2017	Year to Date	Since Implementation
PSST	230	306	175
FCE	153	181	108
WT	153	347	228
<i>WT</i>	-	325	225
<i>MW</i>	153	351	228
All Ordinances	199	284	175

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.

	April 2017	Year to Date	Since Implementation
PSST	\$5318.58	\$9722.69	\$186,311.11
\$ Employee Remedy	\$5318.58	\$9722.69	\$181,186.11
Civil Penalties	-	-	\$5,125
% Collected of Amount Due	100%	100%	100%
% of Investigations with Amount Due Collected	100% (2 of 2)	100% (4 of 4)	100% (56 of 56)
FCE	-	\$3,000	\$23,000
\$ Employee Remedy	-	\$1,500	\$20,750
Civil Penalties	-	\$1,500	\$2,250
% Collected of Amount Due	-	100%	100%
% of Investigations with Amount Due Collected	-	100% (5 of 5)	100% (9 of 9)
WT/MW	-	\$357,919.60	\$805,919.34
\$ Employee Remedy	-	\$336,869.60	\$756,949.34
Civil Penalties	-	\$21,050	\$48,970
% Collected of Amount Due	-	6.39%	23.83%
% of Investigations with Amount Due Collected	-	83.33% (5 of 6)	78.94% (45 of 57)
<i>WT</i>	-	-	\$24,252.32
<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>	-	\$357,919.60	\$781,667.02
<i>\$ Employee Remedy</i>	-	\$336,869.60	\$732,697.02
<i>Civil Penalties</i>	-	\$21,050	\$48,970
<i>% Collected of Amount Due</i>	-	6.39%	21.47%
<i>% of Investigations with Amount Due Collected</i>	-	83.33% (5 of 6)	76.47% (39 of 51)
Total	\$5,318.58	\$370,642.29	\$1,015,230.45
\$ Employee Remedy	\$5,318.58	\$348,092.29	\$958,885.45
Civil Penalties	-	\$22,550	\$56,345
% Collected of Amount Due	100%	9.47%	39.49%
% of Investigations with Amount Due Collected	100% (2 of 2)	92.85% (13 of 14)	90% (109 of 121)

H. Number of Employees Awarded Monetary Remedies

	April 2017	Year to Date	Since Implementation
PSST	28	36	363
FCE	-	3	6
WT	-	208	901
<i>WT</i>	-	-	10
<i>MW</i>	-	208	891
Total	28	247	1,270

I. Employer Trainings

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

	April 2017	Year to Date	Since Implementation
	2	7	66

J. Compliance Reviews - NEW

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

	April 2017	Year to Date	Since Implementation
PSST	2	16	68
FCE	-	2	41
WT/MW	-	4	27
<i>WT</i>	-	0	2
<i>MW</i>	-	4	25
Total	2	22	136

K. Compliance Reviews – CLOSED

	April 2017	Year to Date	Since Implementation
PSST	6	7	35
FCE	-	2	40
WT/MW	-	2	5
<i>WT</i>	-	1	1
<i>MW</i>	-	1	4
Total	6	11	80

L. Compliance Reviews – OPEN

	APRIL 2017
PSST	33
FCE	1
WT/MW	22
<i>WT</i>	1
<i>MW</i>	21
Total	56