



Office of Labor Standards ♦ Seattle Office for Civil Rights  
**JULY 2015 MONTHLY DASHBOARD**

Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 09/01/2012
- Fair Chance Employment (FCE) 11/01/2013
- Wage Theft (WT) 04/01/2015
- *Subset of Wage Theft*  
Minimum Wage Ordinance (MWO) 04/01/2015

**A. Employer Technical Assistance**

	July 2015	Year to Date	Since Implementation
PSST	43	327	2921
FCE	2	28	161
WT	31	696	789
<i>MWO</i>	24	634	726
<b>Total</b>	<b>76</b>	<b>1,051</b>	<b>3871</b>

**B. Employee Inquiries**

	July 2015	Year to Date	Since Implementation
PSST	18	149	768
FCE	3	15	72
WT	24	95	95
<i>MWO</i>	24	88	88
<b>Total</b>	<b>45</b>	<b>259</b>	<b>935</b>

**C. Investigations - NEW**

	July 2015	Year to Date	Since Implementation
PSST	7	39	93
FCE	2	20	53
WT	10	36	36
<i>MWO</i>	8	32	32
<b>Total</b>	<b>19</b>	<b>95</b>	<b>182</b>

(continued)

**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.

	July 2015	Year to Date	Since Implementation
<b>PSST</b>	<b>6</b>	<b>26</b>	<b>63</b>
Dismissal	-	3	8
Settlement	3	12	32
No Violation	2	8	15
Director's Order	1	3	8
<b>FCE</b>	<b>2</b>	<b>29</b>	<b>51</b>
Dismissal	1	2	5
Settlement	1	20	34
No Violation	-	4	6
Director's Order	-	3	6
<b>WT</b>	<b>1</b>	<b>1</b>	<b>1</b>
Dismissal	-	-	-
Settlement	1	1	1
No Violation	-	-	-
Director's Order	-	-	-
<b>MWO</b>	<b>1</b>	<b>1</b>	<b>1</b>
Dismissal	-	-	-
Settlement	1	1	1
No Violation	-	-	-
Director's Order	-	-	-
<b>Total</b>	<b>9</b>	<b>56</b>	<b>115</b>

**E. Investigations – OPEN**

	Currently (as of July 31, 2015)
<b>PSST</b>	30
<b>FCE</b>	2
<b>WT</b>	35
<b>MWO</b>	31
<b>Total</b>	<b>67</b>

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

	July 2015	Year to Date	Since Implementation
<b>PSST</b>	175	150	139
<b>FCE</b>	69	82	86
<b>WT</b>	57	57	57
<b>MWO</b>	57	57	57
<b>Total</b>	<b>138</b>	<b>113</b>	<b>115</b>

### G. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation).

	July 2015	Year to Date	Since Implementation
<b>PSST</b>	<b>\$1,065.00</b>	<b>\$5,092.92</b>	<b>\$30,628.80</b>
\$ Employee Remedy	\$1,065.00	\$4,842.92	\$30,128.80
Civil Penalties	-	\$250	\$500
% Collected	100%	100%	100%
<b>FCE</b>	-	-	<b>\$18,500</b>
\$ Employee Remedy	-	-	\$18,500
Civil Penalties	-	-	-
% Collected	-	-	100%
<b>WT</b>	<b>\$1,928.12</b>	<b>\$1,928.12</b>	<b>\$1,928.12</b>
\$ Employee Remedy	1,928.12	1,928.12	1,928.12
Civil Penalties	-	-	-
% Collected	100%	100%	100%
<b>MWO</b>	<i>\$1,928.12</i>	<i>\$1,928.12</i>	<i>\$1,928.12</i>
\$ Employee Remedy	<i>1,928.12</i>	<i>1,928.12</i>	<i>1,928.12</i>
Civil Penalties	-	-	-
% Collected	<i>100%</i>	<i>100%</i>	<i>100%</i>
<b>Total</b>	<b>\$2,993.12</b>	<b>\$7,021.04</b>	<b>\$51,056.92</b>
\$ Employee Remedy	\$2,993.12	\$6,771.04	\$50,556.92
Civil Penalties	-	\$250	\$500
% Collected	100%	100%	100%

### H. Number of Employees Receiving Remedies

	July 2015	Year to Date	Since Implementation
<b>PSST</b>	2	6	60
<b>FCE</b>	-	-	2
<b>WT</b>	36	36	36
<b>MWO</b>	36	36	36
<b>Total</b>	<b>38</b>	<b>42</b>	<b>98</b>

(continued)

**I. Compliance Reviews - NEW**

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

	July 2015	Year to Date	Since Implementation
PSST	1	5	5
FCE	-	-	-
WT	-	-	-
MWO	-	-	-
<b>Total</b>	<b>1</b>	<b>5</b>	<b>5</b>

**J. Compliance Reviews - CLOSED**

	July 2015	Year to Date	Since Implementation
PSST	-	-	-
FCE	-	-	-
WT	-	-	-
MWO	-	-	-
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

**K. Compliance Reviews - OPEN**

	July 2015
PSST	5
FCE	-
WT	-
MWO	-
<b>Total</b>	<b>5</b>