



Office of Labor Standards ♦ Seattle Office for Civil Rights  
**JULY 2016 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
- *Subset of Wage Theft*  
 Minimum Wage Ordinance (MWO) 4/1/2015

**A. Employer Inquiries**

	July 2016	Year to Date	Since Implementation
PSST	46	457	3,652
FCE	1	22	206
WT	25	475	1,480
<i>MWO</i>	15	285	1,203
<b>Total</b>	<b>72</b>	<b>954</b>	<b>5,338</b>

**B. Employee Inquiries**

	July 2016	Year to Date	Since Implementation
PSST	28	234	1,154
FCE	2	22	112
WT	18	304	573
<i>MWO</i>	10	173	331
<b>Total</b>	<b>48</b>	<b>560</b>	<b>1,839</b>

**C. Investigations – NEW**

	July 2016	Year to Date	Since Implementation
PSST	8	57	195
FCE	3	14	77
WT	1	59	132
<i>MWO</i>	1	44	106
<b>Total</b>	<b>12</b>	<b>130</b>	<b>404</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 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>4</b>	<b>32</b>	<b>120</b>
Dismissal	1	5	17
Settlement	3	22	67
No Violation	-	3	22
Director's Order	-	2	14
<b>FCE</b>	<b>1</b>	<b>8</b>	<b>64</b>
Dismissal	-	-	5
Settlement	1	4	42
No Violation	-	1	7
Director's Order	-	3	10
<b>WT</b>	<b>7</b>	<b>33</b>	<b>48</b>
Dismissal	-	4	6
Settlement	4	21	29
No Violation	2	5	6
Director's Order	1	3	7
<b>MWO</b>	<b>5</b>	<b>25</b>	<b>39</b>
Dismissal	-	2	3
Settlement	2	18	26
No Violation	2	2	3
Director's Order	1	3	7
<b>Total</b>	<b>12</b>	<b>73</b>	<b>232</b>

#### E. Investigations – OPEN

	Currently (as of July 30, 2016)
<b>PSST</b>	75
<b>FCE</b>	13
<b>WT</b>	84
<b>MWO</b>	67
<b>Total</b>	<b>172</b>

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

	July 2016	Year to Date	Since Implementation
<b>PSST</b>	165	181	155
<b>FCE</b>	112	163	93
<b>WT</b>	187	221	181
<b>MWO</b>	171	192	176
<b>Total</b>	<b>173</b>	<b>187</b>	<b>143</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.

	July 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>\$2,662.58</b>	<b>\$58,439.28</b>	<b>\$105,007.38</b>
\$ Employee Remedy	\$2,662.58	\$57,814.28	\$103,382.38
Civil Penalties	\$0	\$625	\$1,625
% Collected of Amount Due	100%	98.93%	99.4%
% Collected of Investigations with Amount Due	100% (2 of 2)	92.31% (12 of 13)	97.62% (41 of 42)
<b>FCE</b>	-	<b>\$750</b>	<b>\$20,000</b>
\$ Employee Remedy	-	\$750	\$19,250
Civil Penalties	-	-	\$750
% Collected of Amount Due	-	100%	100%
% Collected of Investigations with Amount Due	-	100% (1 of 1)	100% (4 of 4)
<b>WT</b>	<b>\$9,210.87</b>	<b>\$38,411.81</b>	<b>\$202,978.87</b>
\$ Employee Remedy	\$7,960.87	\$34,536.81	\$191,503.87
Civil Penalties	\$1,250	\$3,875	\$11,475
% Collected of Amount Due	78.22%	83.67%	18.69%
% Collected of Investigations with Amount Due	75% (3 of 4)	89.47% (17 of 19)	79.31% (23 of 29)
<b>MWO</b>	<b>\$7,117.91</b>	<b>\$36,278.28</b>	<b>\$200,845.34</b>
\$ Employee Remedy	\$5,867.91	\$32,403.28	\$189,370.34
Civil Penalties	\$1,250	\$3,875	\$11,475
% Collected of Amount Due	71.82%	82.23%	17.77%
% Collected of Investigations with Amount Due	66.66% (2 of 3)	88.24% (15 of 17)	77.78% (21 of 27)
<b>Total</b>	<b>\$11,873.45</b>	<b>\$97,601.09</b>	<b>\$327,986.25</b>
\$ Employee Remedy	\$10,623.45	\$93,101.09	\$314,136.25
Civil Penalties	\$1,250	\$4,500	\$13,850
% Collected of Amount Due	79.57%	94.24%	50.67%
% Collected of Investigations with Amount Due	83.33% (5 of 6)	90.91% (30 of 33)	90.67% (68 of 75)

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

	July 2016	Year to Date	Since Implementation
PSST	6	146	237
FCE	0	1	3
WT	22	217	364
<i>MWO</i>	21	212	359
<b>Total</b>	<b>28</b>	<b>364</b>	<b>604</b>

**I. Employer Trainings**

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

	July 2016	Year to Date	Since Implementation
	-	29	40

**J. Compliance Reviews - NEW**

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

	July 2016	Year to Date	Since Implementation
PSST	1	22	37
FCE	2	24	34
WT	1	12	13
<i>MWO</i>	1	11	12
<b>Total</b>	<b>4</b>	<b>58</b>	<b>84</b>

**K. Compliance Reviews – CLOSED**

	July 2016	Year to Date	Since Implementation
PSST	1	14	20
FCE	1	25	32
WT	-	1	1
<i>MWO</i>	-	1	1
<b>Total</b>	<b>2</b>	<b>40</b>	<b>53</b>

**L. Compliance Reviews – OPEN**

	July 2016
PSST	17
FCE	2
WT	12
<i>MWO</i>	11
<b>Total</b>	<b>31</b>