



Office of Labor Standards ♦ Seattle Office for Civil Rights
MARCH 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

	March 2016	Year to Date	Since Implementation
PSST	74	234	3,429
FCE	5	8	192
WT	73	261	1,266
<i>MWO</i>	33	189	1,107
Total	152	503	4,887

B. Employee Inquiries

	March 2016	Year to Date	Since Implementation
PSST	36	106	1026
FCE	4	9	99
WT	59	172	441
<i>MWO</i>	32	107	265
Total	99	287	1,566

C. Investigations – NEW

	March 2016	Year to Date	Since Implementation
PSST	8	25	163
FCE	5	5	68
WT	6	24	96
<i>MWO</i>	4	17	79
Total	19	54	327

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.

	March 2016	Year to Date	Since Implementation
PSST	4	14	102
Dismissal	1	2	14
Settlement	2	10	55
No Violation	1	1	20
Director's Order	0	1	13
FCE	0	4	60
Dismissal	0	0	5
Settlement	0	2	40
No Violation	0	0	6
Director's Order	0	2	9
WT	0	10	25
Dismissal	0	1	3
Settlement	0	9	17
No Violation	0	0	1
Director's Order	0	0	4
MWO	0	9	23
<i>Dismissal</i>	<i>0</i>	<i>0</i>	<i>1</i>
<i>Settlement</i>	<i>0</i>	<i>9</i>	<i>17</i>
<i>No Violation</i>	<i>0</i>	<i>0</i>	<i>1</i>
<i>Director's Order</i>	<i>0</i>	<i>0</i>	<i>4</i>
Total	4	28	187

E. Investigations – OPEN

	Currently (as of March 29, 2016)
PSST	61
FCE	8
WT	71
MWO	56
Total	140

F. Average # Days to Resolve Investigation

	March 2016	Year to Date	Since Implementation
PSST	203	201	153
FCE	--	108	85
WT	--	200	165
MWO	--	212	174
Total	203	188	133

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.

	March 2016	Year to Date	Since Implementation
PSST	\$7,366.73	\$11,866.13	\$58,434.23
\$ Employee Remedy	\$7,366.73	\$11,866.13	\$57,434.23
Civil Penalties	\$0	\$0	\$1,000
% Collected of Amount Due	n/a*	100%*	100%*
% Collected of Investigations Due	n/a*	100% (4 of 4)*	100% (33 of 33)*
FCE	-	-	\$19,250
\$ Employee Remedy	-	-	\$18,500
Civil Penalties	-	-	\$750
% Collected of Amount Due	-	-	100%
% Collected of Investigations Due	-	-	100% (3 of 3)
WT	-	\$7,448.34	\$172,015.40
\$ Employee Remedy	-	\$7,448.34	\$164,415.40
Civil Penalties	-	\$0	\$7,600
% Collected of Amount Due	-	100%	12.27%
% Collected of Investigations Due	-	100% (7 of 7)	76.47% (13 of 17)
MWO	-	\$7,448.34	\$172,015.40
\$ Employee Remedy	-	\$7,448.34	\$164,415.40
Civil Penalties	-	\$0	\$7,600
% Collected of Amount Due	-	100%	12.27%
% Collected of Investigations Due	-	100% (7 of 7)	76.47% (13 of 17)
Total	\$7,366.73	\$19,314.47	\$249,699.63
\$ Employee Remedy	\$7,366.73	\$19,314.47	\$240,349.63
Civil Penalties	\$0	\$0	\$9,350
% Collected of Amount Due	n/a*	100%*	37.73%*
% Collected of Investigations Due	n/a*	100% (11 of 11)*	92.45% (49 of 53)*

*Proof of payment for the investigation closed in March 2016 is due 4/29/16. OLS measures collection efforts as of the date the amounts are due.

H. Number of Employees Awarded Monetary Remedies

	March 2016	Year to Date	Since Implementation
PSST	44	52	143
FCE	--	0	2
WT	--	95	242
<i>MWO</i>	--	95	242
Total	44	147	387

I. Employer Trainings

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

March 2016	Year to Date	Since Implementation
13	18	29

J. Compliance Reviews - NEW

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

	March 2016	Year to Date	Since Implementation
PSST	5	10	24
FCE	6	14	24
WT	5	5	6
<i>MWO</i>	5	5	6
Total	16	29	54

K. Compliance Reviews – Closed

	March 2016	Year to Date	Since Implementation
PSST	3	4	10
FCE	2	8	15
WT	0	0	0
<i>MWO</i>	0	0	0
Total	5	12	25

L. Compliance Reviews – OPEN

	March 2016
PSST	14
FCE	9
WT	6
<i>MWO</i>	6
Total	29