



Office of Labor Standards ♦ Seattle Office for Civil Rights  
**SEPTEMBER 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
- Secure Scheduling (SS) To Take Effect 7/1/2017

**A. Employer Inquiries**

	September 2016	Year to Date	Since Implementation
PSST	41	547	3,742
FCE	-	23	207
WT	19	509	1,514
<i>MWO</i>	15	312	1,230
SS	14	15	15
General	2	8	8
<b>Total</b>	<b>76</b>	<b>1,102</b>	<b>5,486</b>

**B. Employee Inquiries**

	September 2016	Year to Date	Since Implementation
PSST	28	292	1,212
FCE	1	26	116
WT	23	367	636
<i>MWO</i>	8	191	349
<b>Total</b>	<b>52</b>	<b>685</b>	<b>1,964</b>

**C. Investigations – NEW**

	September 2016	Year to Date	Since Implementation
PSST	0	64	203
FCE	0	17	80
WT	0	65	137
<i>MWO</i>	0	49	110
<b>Total</b>	<b>0</b>	<b>146</b>	<b>420</b>

\*\*As of 9/30/16, OLS had 16 investigations (5 PSST, 4 FCE, 7 WT with 5 MW) against 12 employers ready to file upon the hiring of a new investigator.

#### 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.

	September 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>6</b>	<b>44</b>	<b>132</b>
Dismissal	-	6	18
Settlement	3	28	73
No Violation	3	8	27
Director's Order	-	2	14
<b>FCE</b>	<b>3</b>	<b>13</b>	<b>69</b>
Dismissal	2	2	7
Settlement	-	4	42
No Violation	1	4	10
Director's Order	-	3	10
<b>WT</b>	<b>10</b>	<b>54</b>	<b>69</b>
Dismissal	-	6	8
Settlement	3	26	34
No Violation	6	16	17
Director's Order	1	6	10
<b>MWO</b>	<b>8</b>	<b>41</b>	<b>55</b>
<i>Dismissal</i>	-	3	4
<i>Settlement</i>	2	21	29
<i>No Violation</i>	5	11	12
<i>Director's Order</i>	1	6	10
<b>Total</b>	<b>19</b>	<b>111</b>	<b>270</b>

#### E. Investigations – OPEN

	Currently (as of September 30, 2016)
<b>PSST</b>	<b>71</b>
<b>FCE</b>	<b>11</b>
<b>WT</b>	<b>68</b>
<b>MWO</b>	<b>55</b>
<b>Total</b>	<b>150</b>

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

	September 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>249</b>	<b>182</b>	<b>157</b>
<b>FCE</b>	<b>180</b>	<b>154</b>	<b>97</b>
<b>WT</b>	<b>300</b>	<b>203</b>	<b>189</b>
<b>MWO</b>	<b>286</b>	<b>198</b>	<b>185</b>
<b>All Ordinances</b>	<b>265</b>	<b>189</b>	<b>150</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.

	September 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>\$5,253.47</b>	<b>\$68,321.05</b>	<b>\$114,889.15</b>
\$ Employee Remedy	\$5,253.47	\$67,696.05	\$113,264.15
Civil Penalties	\$0	\$625	\$1,625
% Collected of Amount Due	100%	100%	100%
% Collected of Investigations with Amount Due	100% (2 of 2)	100% (17 of 17)	100% (47 of 47)
<b>FCE</b>	<b>-</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>\$5,112.44</b>	<b>\$96,312.24</b>	<b>\$260,879.30</b>
\$ Employee Remedy	\$5,112.44	\$88,437.24	\$245,404.30
Civil Penalties	\$0	\$7,875	\$15,475
% Collected of Amount Due	100%	62.93%	27.96%
% Collected of Investigations with Amount Due	100% (3 of 3)	85.19% (23 of 27)	78.38% (29 of 37)
<b>MWO</b>	<b>\$4,306.04</b>	<b>\$74,374.01</b>	<b>\$238,941.07</b>
\$ Employee Remedy	\$4,306.04	\$66,499.01	\$223,466.07
Civil Penalties	\$0	\$7,875	\$15,475
% Collected of Amount Due	100%	51.41%	21.23%
% Collected of Investigations with Amount Due	100% (2 of 2)	83.33% (20 of 24)	75.75% (25 of 33)
<b>Total</b>	<b>\$10,365.91</b>	<b>\$165,383.29</b>	<b>\$395,768.45</b>
\$ Employee Remedy	\$10,365.91	\$156,883.29	\$377,918.45
Civil Penalties	\$0	\$8,500	\$17,850
% Collected of Amount Due	100%	75.64%	52.63%
% Collected of Investigations with Amount Due	100% (5 of 5)	91.11% (41 of 45)	90.9% (80 of 88)

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

	<b>September 2016</b>	<b>Year to Date</b>	<b>Since Implementation</b>
PSST	14	184	275
FCE	0	1	3
WT	7	244	391
<i>MWO</i>	5	236	383
<b>Total</b>	<b>21</b>	<b>429</b>	<b>669</b>

**I. Employer Trainings**

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

	<b>September 2016</b>	<b>Year to Date</b>	<b>Since Implementation</b>
	10	41	52

**J. Compliance Reviews - NEW**

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

	<b>September 2016</b>	<b>Year to Date</b>	<b>Since Implementation</b>
PSST	5	28	43
FCE	0	25	35
WT	0	17	18
<i>MWO</i>	0	17	18
<b>Total</b>	<b>5</b>	<b>70</b>	<b>96</b>

**K. Compliance Reviews – Closed**

	<b>September 2016</b>	<b>Year to Date</b>	<b>Since Implementation</b>
PSST	2	18	24
FCE	1	27	34
WT	-	1	1
<i>MWO</i>	-	1	1
<b>Total</b>	<b>3</b>	<b>46</b>	<b>59</b>

**L. Compliance Reviews – OPEN**

	<b>September 2016</b>
PSST	19
FCE	1
WT	17
<i>MWO</i>	17
<b>Total</b>	<b>37</b>