



Office of Labor Standards

# DECEMBER 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) 7/1/2017

**A. Employer Inquiries**

	Dec 2017	Year to Date	Since Implementation
PSST	149	422	4,272
FCE	0	25	239
WT/MW	38	299	1,901
<i>WT</i>	6	56	355
<i>MW</i>	32	243	1,548
HEHS	1	40	59
SS	10	431	466
General	12	109	141
<b>Total</b>	<b>211</b>	<b>1,326</b>	<b>7,078</b>

**B. Employee Inquiries**

	Dec 2017	Year to Date	Since Implementation
PSST	31	344	1,665
FCE	2	5	171
WT/MW	44	451	1,180
<i>WT</i>	27	256	601
<i>MW</i>	17	195	579
SS	11	141	144
General	11	36	36
<b>Total</b>	<b>99</b>	<b>1023</b>	<b>3,196</b>

**C. Investigations – NEW**

	Dec 2017	Year to Date	Since Implementation
PSST	0	34	259
FCE	0	11	107
SS	0	8	8
WT/MW	1	42	202
<i>WT</i>	0	18	46
<i>MW</i>	1	24	156
<b>Total</b>	<b>1</b>	<b>95</b>	<b>576</b>

**D. Investigations – CLOSED<sup>1</sup>**

	<b>Dec 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	<b>2</b>	<b>45</b>	<b>188</b>
Dismissal	-	6	24
Settlement	2	30	112
No Violation	-	2	31
Violation	-	7	21
<b>FCE</b>	<b>2</b>	<b>20</b>	<b>89</b>
Dismissal	-	2	9
Settlement	2	14	56
No Violation	-	4	14
Violation	-	-	10
<b>SS</b>	<b>-</b>	<b>1</b>	<b>1</b>
Dismissal	-	1	1
Settlement	-	-	-
No Violation	-	-	-
Violation	-	-	-
<b>WT/MW</b>	<b>2</b>	<b>50</b>	<b>135</b>
Dismissal	-	6	15
Settlement	2	29	74
No Violation	-	7	25
Violation	-	8	21
<i>WT</i>	-	13	31
<i>Dismissal</i>	-	1	5
<i>Settlement</i>	-	11	18
<i>No Violation</i>	-	1	8
<i>Violation</i>	-	-	-
<i>MW</i>	2	37	104
<i>Dismissal</i>	-	5	10
<i>Settlement</i>	2	18	56
<i>No Violation</i>	-	6	17
<i>Violation</i>	-	8	21
<b>Total</b>	<b>6</b>	<b>116</b>	<b>413</b>

**E. Investigations - OPEN**

<b>As of Dec 31, 2017</b>	
<b>PSST</b>	<b>75</b>
<b>FCE</b>	<b>19</b>
<b>SS</b>	<b>7</b>
<b>WT/MW</b>	<b>83</b>
<i>WT</i>	19
<i>MW</i>	64
<b>Total</b>	<b>184</b>

<sup>1</sup> Closures do not include matters addressed via Advisory Letter in initial enforcement of PSST and FCE (200 under PSST and 13 under FCE) These Letters resulted in numerous policy changes and monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

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

	<b>Dec 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	658	385	216
<b>FCE</b>	133	174	113
<b>SS</b>	-	84	84
<b>WT/MW</b>	340	360	265
<i>WT</i>	-	352	281
<i>MW</i>	340	363	259
<b>All Ordinances</b>	<b>377</b>	<b>336</b>	<b>210</b>

**G. Monetary Remedies**

Collections of unpaid final orders totaling \$278,201.15 have been referred to the City Legal Department for enforcement/recovery of amount due. Many employers subject to unpaid final orders are no longer in business. OLS recovered \$78,477.32 of \$140,947.28 due from one employer through a bankruptcy proceeding. Note that OLS reports monetary remedies each month, but the remedy is often not due the same month and may include cases on appeal. Thus, our reporting deflates the percentage of amount due collected.

	<b>Dec 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	<b>\$22,230.00</b>	<b>\$142,829.03</b>	<b>\$322,271.49</b>
\$ Employee Remedy	\$21,980.00	\$140,329.03	\$314,646.49
Civil Penalties	\$250.00	\$2,500.00	\$7,625.00
% Collected of Amount Due	-	86%	94%
% of Investigations with Amount Due Collected	-	94% (15 of 16)	99% (69 of 70)
<b>FCE</b>	<b>\$1,000.00</b>	<b>\$5,500.00</b>	<b>\$25,500.00</b>
\$ Employee Remedy	\$500.00	\$3,500.00	\$22,750.00
Civil Penalties	\$500.00	\$2,000.00	\$2,750.00
% Collected of Amount Due	-	91%	98%
% of Investigations with Amount Due Collected	-	91% (10 of 11)	93% (14 of 15)
<b>WT/MW</b>	<b>\$9,457.57</b>	<b>\$356,575.51</b>	<b>\$798,783.59</b>
\$ Employee Remedy	\$9,457.57	\$329,205.51	\$743,493.59
Civil Penalties	-	\$27,370.00	\$55,290.00
% Collected of Amount Due	-	85%	69%
% of Investigations with Amount Due Collected	-	82% (24 of 28)	89% (71 of 79)
<i>WT</i>	-	\$55,168.21	\$79,420.53
\$ Employee Remedy	-	\$54,568.21	\$78,820.53
Civil Penalties	-	\$ 600.00	\$600.00
% Collected of Amount Due	-	100%	100%
% of Investigations with Amount Due Collected	-	100% (9 of 9)	100% (15 of 15)
<i>MW</i>	\$9,457.57	\$301,407.30	\$719,363.06
\$ Employee Remedy	\$9,457.57	\$274,637.30	\$664,673.06
Civil Penalties	-	\$26,770.00	\$54,690.00
% Collected of Amount Due	-	82%	66%
% of Investigations with Amount Due Collected	-	79% (15 of 19)	88% (56 of 64)
<b>Total</b>	<b>\$32,687.57</b>	<b>\$504,904.54</b>	<b>\$1,146,555.08</b>
\$ Employee Remedy	\$31,937.57	\$473,034.54	\$1,080,890.08
Civil Penalties	\$750.00	\$31,870.00	\$65,665.00
% Collected of Amount Due	-	85%	77%
% of Investigations with Amount Due Collected	-	89% (49 of 55)	94% (154 of 164)

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

	Dec 2017	Year to Date	Since Implementation
PSST	59	959	1,285
FCE	1	7	10
WT/MW	12	573	1,267
<i>WT</i>	-	215	225
<i>MW</i>	12	359	1,042
<b>Total</b>	<b>72</b>	<b>1,539</b>	<b>2,562</b>

**I. Employer Training**

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

Dec 2017	Year to Date	Since Implementation
<b>1</b>	<b>41</b>	<b>100</b>

**J. Compliance Reviews - NEW**

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

	Dec 2017	Year to Date	Since Implementation
PSST	3	35	94
FCE	1	9	50
WT/MW	5	19	49
<i>WT</i>	1	1	3
<i>MW</i>	4	18	46
<b>Total</b>	<b>9</b>	<b>63</b>	<b>193</b>

**K. Compliance Reviews – CLOSED**

	Dec 2017	Year to Date	Since Implementation
PSST	-	24	53
FCE	-	10	46
WT/MW	-	8	11
<i>WT</i>	-	1	1
<i>MW</i>	-	7	10
<b>Total</b>	<b>0</b>	<b>42</b>	<b>110</b>

**L. Compliance Reviews – OPEN**

	Dec 2017
PSST	21
FCE	5
WT/MW	15
<i>WT</i>	1
<i>MW</i>	14
<b>Total</b>	<b>41</b>