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

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<th>Since Implementation</th>
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### C. Investigations – NEW

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Total 6 116 413

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### E. Investigations - OPEN

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<td>MW</td>
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Total 184

---

1 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.

Updated 01/16/2018
F. **Average # Days to Resolve Investigation**

<table>
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<th></th>
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<th>Year to Date</th>
<th>Since Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSST</td>
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<td>385</td>
<td>216</td>
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<tr>
<td>FCE</td>
<td>133</td>
<td>174</td>
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<td>SS</td>
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<td>84</td>
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<td>265</td>
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<tr>
<td><strong>All Ordinances</strong></td>
<td>377</td>
<td>336</td>
<td>210</td>
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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.

<table>
<thead>
<tr>
<th></th>
<th>Dec 2017</th>
<th>Year to Date</th>
<th>Since Implementation</th>
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<tbody>
<tr>
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<td>$22,230.00</td>
<td>$142,829.03</td>
<td>$322,271.49</td>
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<tr>
<td>$ Employee Remedy</td>
<td>$21,980.00</td>
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<td>Civil Penalties</td>
<td>$250.00</td>
<td>$2,500.00</td>
<td>$7,625.00</td>
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<tr>
<td>% Collected of Amount Due</td>
<td>-</td>
<td>86%</td>
<td>94%</td>
</tr>
<tr>
<td>% of Investigations with Amount Due Collected</td>
<td>-</td>
<td>94% (15 of 16)</td>
<td>99% (69 of 70)</td>
</tr>
<tr>
<td>FCE</td>
<td>$1,000.00</td>
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<tr>
<td>$ Employee Remedy</td>
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<td>$22,750.00</td>
</tr>
<tr>
<td>Civil Penalties</td>
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<td>$2,000.00</td>
<td>$2,750.00</td>
</tr>
<tr>
<td>% Collected of Amount Due</td>
<td>-</td>
<td>91%</td>
<td>98%</td>
</tr>
<tr>
<td>% of Investigations with Amount Due Collected</td>
<td>-</td>
<td>91% (10 of 11)</td>
<td>93% (14 of 15)</td>
</tr>
<tr>
<td>WT/MW</td>
<td>$9,457.57</td>
<td>$356,575.51</td>
<td>$798,783.59</td>
</tr>
<tr>
<td>$ Employee Remedy</td>
<td>$9,457.57</td>
<td>$329,205.51</td>
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<tr>
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<tr>
<td>% Collected of Amount Due</td>
<td>-</td>
<td>85%</td>
<td>69%</td>
</tr>
<tr>
<td>% of Investigations with Amount Due Collected</td>
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<td>82% (24 of 28)</td>
<td>89% (71 of 79)</td>
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Updated 01/16/2018
### H. Number of Employees Awarded Monetary Remedies

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<tr>
<td>WT</td>
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<td>MW</td>
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### I. Employer Training

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

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<th>Since Implementation</th>
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### J. Compliance Reviews - NEW

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

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<th>Since Implementation</th>
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### K. Compliance Reviews – CLOSED

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### L. Compliance Reviews – OPEN

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