



Office of Labor Standards

JUNE 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

	June 2017	Year to Date	Since Implementation
PSST	28	213	4,063
FCE	20	14	228
WT/MW	25	195	1,797
<i>WT</i>	5	33	332
<i>MW</i>	20	162	1,465
HEHS	9	26	45
SS	128	256	291
General	7	70	102
Total	198	774	6,526

B. Employee Inquiries

	June 2017	Year to Date	Since Implementation
PSST	32	188	1,509
FCE	7	22	142
WT/MW	47	193	969
<i>WT</i>	30	126	471
<i>MW</i>	17	114	498
SS	4	14	17
General	5	12	12
Total	45	476	2,649

C. Investigations – NEW

	June 2017	Year to Date	Since Implementation
PSST	7	12	237
FCE	4	6	102
WT/MW	3	10	170
<i>WT</i>	0	4	32
<i>MW</i>	3	6	138
Total	14	28	509

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 numerous policy changes and monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

	June 2017	Year to Date	Since Implementation
PSST	3	22	165
Dismissal	-	2	20
Settlement	3	16	98
No Violation	-	1	24
Director's Order	-	3	23
FCE	-	12	81
Dismissal	-	1	8
Settlement	-	10	53
No Violation	-	1	10
Director's Order	-	-	3
WT/MW	4	21	116
Dismissal	1	3	12
Settlement	1	9	49
No Violation	-	3	22
Director's Order	2	6	16
<i>WT</i>	-	2	25
<i>Dismissal</i>	-	1	5
<i>Settlement</i>	-	-	7
<i>No Violation</i>	-	1	10
<i>Director's Order</i>	-	-	3
<i>MW</i>	4	23	91
<i>Dismissal</i>	1	3	7
<i>Settlement</i>	1	11	49
<i>No Violation</i>	-	2	15
<i>Director's Order</i>	2	7	20
Total	7	59	362

E. Investigations – OPEN

As of June 30, 2017	
PSST	74
FCE	19
WT	72
<i>WT</i>	<i>11</i>
<i>MW</i>	<i>61</i>
Total	165

F. Average # Days to Resolve Investigation

	June 2017	Year to Date	Since Implementation
PSST	312	315	183
FCE	0	189	110
WT	325	336	235
<i>WT</i>	-	325	231
<i>MW</i>	350	341	236
All Ordinances	326	295	181

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.

	June 2017	Year to Date	Since Implementation
PSST	\$1,564.29	\$19,335.23	\$200,025.76
\$ Employee Remedy	\$1,064.29	\$17,835.23	\$193,400.76
Civil Penalties	\$500	\$1,500	\$6,625
% Collected of Amount Due	100%	100%	100%
% of Investigations with Amount Due Collected	100% (1 of 1)	100% (8 of 8)	100% (61 of 61)
FCE	-	\$3,500	\$24,250.00
\$ Employee Remedy	-	\$2,000	\$22,000.00
Civil Penalties	-	\$1,500	\$2,250.00
% Collected of Amount Due	0%	100%	100%
% of Investigations with Amount Due Collected	0%	100% (7 of 7)	100% (12 of 12)
WT/MW	\$5,149.16	\$369,063.65	\$817,063.39
\$ Employee Remedy	\$3,649.16	\$345,513.65	\$765,593.39
Civil Penalties	\$1,500	\$23,550	\$51,470
% Collected of Amount Due	16.8%	7.6%	24.1%
% of Investigations with Amount Due Collected	33.3% (1 of 3)	75% (9 of 12)	77.4% (48 of 62)
<i>WT</i>	-	-	\$24,252.32
<i>\$ Employee Remedy</i>	-	-	\$24,252.32
<i>Civil Penalties</i>	-	-	-
<i>% Collected of Amount Due</i>	-	-	100%
<i>% of Investigations with Amount Due Collected</i>	-	-	100% (6 of 6)
<i>MW</i>	\$5,149.16	\$369,063.65	\$792,811.07
<i>\$ Employee Remedy</i>	\$3,649.16	\$345,513.65	\$741,341.07
<i>Civil Penalties</i>	\$1,500.00	\$23,050.00	\$51,470.00
<i>% Collected of Amount Due</i>	16.8%	7.6%	22%
<i>% of Investigations with Amount Due Collected</i>	33.3% (1 of 3)	75% (9 of 12)	93.36% (42 of 56)
Total	\$6,713.45	\$391,898.88	\$1,041,339.15
\$ Employee Remedy	\$4,713.45	\$365,348.88	\$980,994.15
Civil Penalties	\$2,000	\$26,550.00	\$60,345
% Collected of Amount Due	31.5%	13%	40%
% of Investigations with Amount Due Collected	50% (2 of 4)	89% (24 of 27)	96% (129 of 135)

H. Number of Employees Awarded Monetary Remedies

	June 2017	Year to Date	Since Implementation
PSST	4	63	388
FCE	-	4	8
WT	15	242	936
<i>WT</i>	-	-	10
<i>MW</i>	15	242	913
Total	19	309	1,332

I. Employer Training

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

	June 2017	Year to Date	Since Implementation
	2	18	77

J. Compliance Reviews - NEW

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

	June 2017	Year to Date	Since Implementation
PSST	2	24	76
FCE	2	5	44
WT/MW	2	10	33
<i>WT</i>	-	0	2
<i>MW</i>	2	10	31
Total	6	39	153

K. Compliance Reviews – CLOSED

	June 2017	Year to Date	Since Implementation
PSST	1	10	38
FCE	2	5	43
WT/MW	3	6	9
<i>WT</i>	-	-	1
<i>MW</i>	3	6	9
Total	6	21	90

L. Compliance Reviews – OPEN

	June 2017
PSST	47
FCE	11
WT/MW	23
<i>WT</i>	2
<i>MW</i>	21
Total	81