



Office of Labor Standards

JANUARY 2018 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

	Jan 2018	Year to Date	Since Implementation
PSST	147	147	4,568
FCE	4	4	243
WT/MW	50	50	1,989
HEHS	0	0	60
SS	21	21	497
General	16	16	169
Total	238	238	7,526

B. Employee Inquiries

	Jan 2018	Year to Date	Since Implementation
PSST	71	71	1,736
FCE	9	9	180
WT/MW	43	43	1,223
HEHS	2	2	2
SS	16	16	160
General	9	9	45
Total	150	150	3,346

C. Investigations - NEW

	Jan 2018	Year to Date	Since Implementation
PSST	3	3	262
FCE	1	1	108
WT/MW	3	3	205
SS	0	0	11 ¹
Total	7	7	586

D. Investigations - OPEN

As of Jan 31, 2018	
PSST	78
FCE	15
WT/MW	75
SS	10
Total	173

As of Jan 31, 2018, OLS is investigating 94 employers under our ordinances

E. Investigations – CLOSED¹

	Jan 2018	Year to Date	Since Implementation
PSST	9	8	196
Dismissal	-	-	24
Settlement	8	7	119
No Violation	-	-	31
Violation	1	1	22
FCE	1	1	90
Dismissal	-	-	9
Settlement	1	1	57
No Violation	-	-	14
Violation	-	-	10
WT/MW	11	11	146
Dismissal	1	1	16
Settlement	8	8	82
No Violation	-	-	25
Violation	2	2	23
SS			
Dismissal	-	-	1
Settlement	-	-	-
No Violation	-	-	-
Violation	-	-	-
Total	21	21	434

F. Average # of Days to Resolve Investigation

Past 12 months	Since Implementation
369	225

If OLS investigates claims of an employer's alleged noncompliance under multiple ordinances, OLS reports those investigations and claims as a single case. Thus, each case may involve multiple, concurrent investigations of a single employer.

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 G, Monetary Remedies.

G. Monetary Remedies

Collections of unpaid final orders totaling \$247,211.65 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.

	Jan 2018	Year to Date	Since Implementation
PSST	\$58,395.61	\$58,395.61	\$380,667.10
\$ Employee Remedy	\$57,895.61	\$57,895.61	\$372,042.10
Civil Penalties	\$500.00	\$500.00	\$8,625.00
FCE	\$50.00	\$50.00	\$25,550.00
\$ Employee Remedy	-	-	\$22,750.00
Civil Penalties	\$50.00	\$50.00	\$2,800.00
WT/MW	\$147,006.03	\$147,006.03	\$945,789.62
\$ Employee Remedy	\$143,506.03	\$143,506.03	\$886,999.62
Civil Penalties	\$3,500.00	\$3,500.00	\$58,790.00
Total	\$205,451.64	\$205,451.64	\$1,352,006.72
\$ Employee Remedy	\$198,541.64	\$198,541.64	\$1,279,431.72
Civil Penalties	\$4,050.00	\$4,050.00	\$69,715.00
% Collected of Investigations with Amount Due Collected	-	-	93% (171 of 184)

H. Number of Employees Awarded Monetary Remedies

	Jan 2018	Year to Date	Since Implementation
PSST	216	216	1,501
FCE	-	-	10
WT/MW	125	125	1,360
Total	341	341	2,871