|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| cid:image001.png@01D2422E.5CFB0810  **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** | | | |  |  |  |  | |
| 1. **Employer Inquiries** | |  | |  | |  | |
|  | | **June 2017** | | **Year to Date** | | **Since Implementation** | |
| **PSST** | | 28 | | 213 | | 4,063 | |
| **FCE** | | 1 | | 14 | | 228 | |
| **WT/MW** | | 25 | | 195 | | 1,797 | |
| ***WT*** | | *5* | | *33* | | *332* | |
| ***MW*** | | *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 | | 182 | | 1,496 | |
| **FCE** | | 7 | | 22 | | 149 | |
| **WT/MW** | | 47 | | 240 | | 970 | |
| ***WT*** | | *30* | | *126* | | *473* | |
| ***MW*** | | *17* | | *114* | | *497* | |
| **SS** | | 4 | | 14 | | 17 | |
| **General** | | 5 | | 11 | | 11 | |
| **Total** | | **95** | | **469** | | **2,643** | |
|  | |  | |  | |  | |
| **C.      Investigations – NEW** | |  | |  | |  | |
|  | | **June 2017** | | **Year to Date** | | **Since Implementation** | |
| **PSST** | | 7 | | 12 | | 232 | |
| **FCE** | | 4 | | 6 | | 106 | |
| **WT/MW** | | 3 | | 10 | | 172 | |
| ***WT*** | | *0* | | *3* | | *32* | |
| ***MW*** | | *3* | | *7* | | *140* | |
| **Total** | | **14** | | **28** | | **510** | |
| **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** | | **5** | | **24** | | **167** | |
| Dismissal | | - | | 2 | | 20 | |
| Settlement | | 5 | | 19 | | 101 | |
| 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 | | - | | - | | 10 | |
| **WT/MW** | | **4** | | **23** | | **111** | |
| Dismissal | | 1 | | 4 | | 12 | |
| Settlement | | 1 | | 12 | | 57 | |
| No Violation | | - | | 3 | | 25 | |
| Director’s Order | | 2 | | 7 | | 23 | |
| ***WT*** | | ***-*** | | ***3*** | | ***24*** | |
| *Dismissal* | | *-* | | *1* | | *5* | |
| *Settlement* | | *-* | | *1* | | *8* | |
| *No Violation* | | *-* | | *1* | | *10* | |
| *Director’s Order* | | *-* | | *-* | | *3* | |
| ***MW*** | | ***4*** | | ***20*** | | ***87*** | |
| *Dismissal* | | *1* | | *3* | | *7* | |
| *Settlement* | | *1* | | *11* | | *49* | |
| *No Violation* | | *-* | | *2* | | *15* | |
| *Director’s Order* | | *2* | | *7* | | *20* | |
| **Total** | | **9** | | **59** | | **359** | |
| **E.       Investigations – OPEN** | | | |  | |  | |
| **As of June 30, 2017** | | | |  | |  | |
|  | |  | |
| **PSST** | | 74 | |  | |  | |
| **FCE** | | 19 | |  | |  | |
| **WT** | | 72 | |  | |  | |
| ***WT*** | | *11* | |  | |  | |
| ***MW*** | | *61* | |  | |  | |
| **Total** | | **165** | |  | |  | |
|  | | | |  | |  | |
| **F.       Average # Days to Resolve Investigation** | | | |  | |  | |
|  | | **June 2017** | | **Year to Date** | | **Since Implementation** | |
| **PSST** | | 344 | | 338 | | 191 | |
| **FCE** | | 0 | | 189 | | 110 | |
| **WT** | | 350 | | 365 | | 245 | |
| ***WT*** | | *-* | | *410* | | *262* | |
| ***MW*** | | *350* | | *355* | | *241* | |
| **All Ordinances** | | **347** | | **321** | | **189** | |
| **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** | | **$54,840.52** | | **$72,611.46** | | | **$252,447.70** |
| $ Employee Remedy | | $53,840.52 | | $70,611.46 | | | $245,322.70 |
| Civil Penalties | | $100.00 | | $2,000.00 | | | $7,125.00 |
| % Collected of Amount Due | | 70% | | 77% | | | 93% |
| % of Investigations with Amount Due Collected | | 66% (2 of 3) | | 98% (8 of 9) | | | 98% (63 of 64) |
| **FCE** | | **-** | | **$3,500.00** | | | **$23,500.00** |
| $ Employee Remedy | | - | | $2,500.00 | | | $21,750.00 |
| Civil Penalties | | - | | $1,000.00 | | | $21,750.00 |
| % Collected of Amount Due | | 0% | | 100% | | | 100% |
| % of Investigations with Amount Due Collected | | 0% | | 100% (5 of 5) | | | 100% (8 of 8) |
| **WT/MW** | | **$5,149.16** | | **$376,946.16** | | | **$816,445.90** |
| $ Employee Remedy | | $3,649.16 | | $353,396.16 | | | $764,975.90 |
| Civil Penalties | | $1,500.00 | | $23,550 | | | $51,470.00 |
| % Collected of Amount Due | | 4% | | 10% | | | 25% |
| % of Investigations with Amount Due Collected | | 33% (1 of 3) | | 77% (10 of 13) | | | 79% (50 of 63) |
| ***WT*** | | ***-*** | | ***$7,544.31*** | | | ***$31,796.63*** |
| *$ Employee Remedy* | | *-* | | *$7,544.31* | | | *$31,796.63* |
| *Civil Penalties* | | *-* | | *-* | | | *-* |
| *% Collected of Amount Due* | | *-* | | *100%* | | | *100%* |
| *% of Investigations with Amount Due Collected* | | *-* | | *100% (1 of 1)* | | | *100% (7 of 7)* |
| ***MW*** | | ***$5,149.16*** | | ***$369,401.85*** | | | ***$784,649.27*** |
| *$ Employee Remedy* | | *$3,649.16* | | *$345,851.85* | | | *$733,179.27* |
| *Civil Penalties* | | *$1,500.00* | | *$23,550.00* | | | *$51,470.00* |
| *% Collected of Amount Due* | | *4%* | | *8%* | | | *22%* |
| *% of Investigations with Amount Due Collected* | | *33% (1 of 3)* | | *75% (9 of 12)* | | | *77% (43 of 56)* |
| **Total** | | **$59,989.68** | | **$453,057.62** | | | **$1,092,393.60** |
| $ Employee Remedy | | $57,489.68 | | $426,507.62 | | | $1,032,048.60 |
| Civil Penalties | | $2,500 | | $26,550.00 | | | $60,345 |
| % Collected of Amount Due | | 64% | | 21% | | | 42% |
| % of Investigations with Amount Due Collected | | 80% (4 of 6) | | 85% (23 of 27) | | | 96% (124 of 139) |
|  | | | | | | | |
| **H. Number of Employees Awarded Monetary Remedies** | | | | | |  | |
|  | | **June 2017** | | **Year to Date** | | **Since Implementation** | |
| **PSST** | | 401 | | 455 | | 784 | |
| **FCE** | | - | | 4 | | 7 | |
| **WT** | | 15 | | 254 | | 948 | |
| ***WT*** | | *-* | | *12* | | *22* | |
| ***MW*** | | *15* | | *242* | | *926* | |
| **Total** | | **416** | | **713** | | **1,739** | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | 22 | 80 |
| **FCE** | 2 | 5 | 43 |
| **WT/MW** | 2 | 08 | 39 |
| ***WT*** | *-* | *0* | *2* |
| ***MW*** | *2* | *8* | *37* |
| **Total** | **6** | **35** | **162** |
|  |  |  |  |
| **K. Compliance Reviews – CLOSED** | |  |  |
|  | **June 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | 1 | 10 | 38 |
| **FCE** | 2 | 5 | 43 |
| **WT/MW** | 3 | 6 | 9 |
| ***WT*** | *-* |  | *1* |
| ***MW*** | *3* | *6* | *9* |
| **Total** | **6** | **21** | **90** |
| **L. Compliance Reviews – OPEN** | |  |  |
|  | **June 2017** |  |  |
| **PSST** | 47 |  |  |
| **FCE** | 11 |  |  |
| **WT/MW** | 23 |  |  |
| ***WT*** | *2* |  |  |
| ***MW*** | *21* |  |  |
| **Total** | **81** |  |  |