



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	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
<i>WT</i>	-	3	24
<i>Dismissal</i>	-	1	5
<i>Settlement</i>	-	1	8
<i>No Violation</i>	-	1	10
<i>Director's Order</i>	-	-	3
<i>MW</i>	4	20	87
<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	9	59	359

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	344	338	191
FCE	0	189	110
WT	350	365	245
<i>WT</i>	<i>-</i>	<i>410</i>	<i>262</i>
<i>MW</i>	<i>350</i>	<i>355</i>	<i>241</i>
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