|  |
| --- |
| cid:image001.png@01D2422E.5CFB0810**Office of Labor Standards**  |
| **OCTOBER 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**
 |  |  |  |
|  | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | 31 | 348 | 4,198 |
| **FCE** | 4 | 24 | 238 |
| **WT/MW** | 9 | 275 | 1,877 |
| ***WT*** | *3* | *50* | *349* |
| ***MW***  | *6* | *225* | *1,528* |
| **HEHS** | 3 | 40 | 59 |
| **SS** | 20 | 422 | 457 |
| **General** | 13 | 97 | 129 |
| **Total** | **80** | **1,206** | **6,958** |
| **B.      Employee Inquiries**  |  |  |  |
|  | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | 33 | 281 | 1,602 |
| **FCE** | 8 | 42 | 162 |
| **WT/MW** | 33 | 370 | 1,099 |
| ***WT*** | *18* | *208* | *553* |
| ***MW***  | *15* | *162* | *546* |
| **SS** | 16 | 111 | 114 |
| **General** | 6 | 20 | 20 |
| **Total** | **96** | **824** | **2,997** |
|  |  |  |  |
| **C.      Investigations – NEW** |  |  |  |
|  | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | 5 | 27 | 252 |
| **FCE** | 0 | 10 | 106 |
| **SS** | 1 | 7 | 7 |
| **WT/MW** | 6 | 23 | 192 |
| ***WT*** | *1* | *13* | *41* |
| ***MW*** | *5* | *10* | *151* |
| **Total** | **12** | **76** | **557** |
| **D.      Investigations – CLOSED** |
|  | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | **3** | **40** | **183** |
| Dismissal | - | 5 | 23 |
| Settlement | 3 | 26 | 108 |
| No Violation | - | 2 | 31 |
| Director’s Order | - | 7 | 21 |
| **FCE** | **0** | **17** | **86** |
| Dismissal | - | 2 | 9 |
| Settlement | - | 11 | 53 |
| No Violation | - | 4 | 14 |
| Director’s Order | - | - | 10 |
| **SS** | **1** | **1** | **1** |
| Dismissal | 1 | 1 | 1 |
| Settlement | - | - | - |
| No Violation | - | - | - |
| Director’s Order | - | - | - |
| **WT/MW** | **9** | **44** | **129** |
| Dismissal | - | 5 | 14 |
| Settlement | 6 | 25 | 70 |
| No Violation | 1 | 7 | 25 |
| Director’s Order | 2 | 7 | 20 |
| ***WT*** | ***4*** | ***12*** | ***30*** |
| *Dismissal* | *-* | *1* | *5* |
| *Settlement* | *4* | *10* | *17* |
| *No Violation* | *-* | *1* | *8* |
| *Director’s Order* | *-* | *-* | *-* |
| ***MW*** | ***5*** | ***32*** | ***99*** |
| *Dismissal* | *-* | *4* | *9* |
| *Settlement* | *2* | *15* | *53* |
| *No Violation* | *1* | *6* | *17* |
| *Director’s Order* | *2* | *7* | *20* |
| **Total** | **13** | **102** | **399** |
| **E.       Investigations – OPEN** |  |  |
| **As of Oct 31, 2017** |  |  |
|  |  |
| **PSST** | 73 |  |  |
| **FCE** | 21 |  |  |
| **SS** | 6 |  |  |
| **WT/MW** | 79  |  |  |
| ***WT*** | *17* |  |  |
| ***MW*** | *62*  |  |  |
| **Total** | **179** |  |  |
|  |  |  |
| **F.       Average # Days to Resolve Investigation** |   |  |
|  | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | 285 | 371 | 209 |
| **FCE** | - | 185 | 111 |
| **SS** | 84 | 84 | 84 |
| **WT/MW** | 280 | 365 | 262 |
| ***WT*** | *253* | *390* | *298* |
| ***MW*** | *301.6* | *354* | *252* |
| **All Ordinances** | **266** | **335** | **205** |
| **G. Monetary Remedies** |
|  | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | **$4,018.28** | **$** **104,394.72** | **$** **283,827.18** |
| $ Employee Remedy | $4,018.28 | $ 102,394.72 | $276,712.18 |
| Civil Penalties | - | $2,000.00 | $7,125.00 |
| % Collected of Amount Due | 0% | 95% | 97% |
| % of Investigations with Amount Due Collected | 0% (0 of 0) | 92% (11 of 12) | 95% (63 of 66) |
| **FCE** | **-** | **$4,000.00** | **$24,000.00**  |
| $ Employee Remedy | - | $2,500.00 | $21,750.00 |
| Civil Penalties | - | $1,500.00 | $2,250.00  |
| % Collected of Amount Due | - | 100% | 100% |
| % of Investigations with Amount Due Collected | - | 100% (8 of 8) | 100% (12 of 12) |
| **WT/MW** | **$50,390.81** | **$** **454,579.86** | **$894,102.58** |
| $ Employee Remedy | $43,390.81 | $ 421,595.86 | $833,562.58 |
| Civil Penalties | $7,000.00 | $ 32,620.00 | $60,540.00 |
| % Collected of Amount Due | 0% | 56% | 56% |
| % of Investigations with Amount Due Collected | 0% (0 of 1) | 64% (16 of 25) | 78% (59 of 76) |
|  ***WT*** | ***$12,767.40*** | ***$*** ***33,081.85*** | ***$57,834.17*** |
| *$ Employee Remedy* | *$12,767.40* | *$32,481.85* | *$56,734.17*  |
| *Civil Penalties* | *-* | *$* *600.00* | *$600.00* |
| *% Collected of Amount Due* | *0%* | *70%* | *84%* |
| *% of Investigations with Amount Due Collected* | *0% (0 of 1)* | *50% (4 of 8)* | *71% (10 of 14)* |
| ***MW*** | ***$37,623.41*** | ***$*** ***421,498.01*** | ***$836,768.41*** |
| *$ Employee Remedy* | *$30,623.41* | *$* *389,478.01* | *$776,828.41* |
| *Civil Penalties* | *$7,000.00* | *$32,020.00* | *$59,940.00* |
| *% Collected of Amount Due* | *0%* | *55%* | *54%* |
| *% of Investigations with Amount Due Collected* | *0% (0 of 0)* | *65% (11 of 17)* | *77% (48 of 62)* |
| **Total** | **$54,409.09** | **$** **562,974.58** | **$** **1,201,939.76** |
| $ Employee Remedy | $47,409.09 | $526,854.58 | $ 1,132,024.76 |
| Civil Penalties | $7,000.00 | $ 36,120.00 | $69,915.00 |
| % Collected of Amount Due | 0% | 31% | 52% |
| % of Investigations with Amount Due Collected | 0% (0 of 1) | 78% (35 of 45) | 87% (134 of 152) |
|  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|

|  |  |
| --- | --- |
| **H. Number of Employees Awarded Monetary Remedies**  |  |
|   | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | 7 | 622 | 948 |
| **FCE** | - | 5 | 8 |
| **WT/MW** | 194 | 552 | 1,246 |
| ***WT*** | *192* | *210* | *220* |
| ***MW*** | *2* | *342* | *1,026* |
| **Total** | **201** | **1,179** | **2,202** |

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

|  |  |  |
| --- | --- | --- |
| **Oct 2017** | **Year to Date** | **Since Implementation** |
| **7** | **35** | **94** |

**J. Compliance Reviews - NEW** |
| Compliance reviews monitor an employer’s labor standards compliance after a settlement/final order. |
|  | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | 2 | 29 | 88 |
| **FCE** | - | 8 | 49 |
| **WT/MW** | 1 | 13 | 43 |
| ***WT*** | *-* | *0* | *2* |
| ***MW*** | *1* | *13* | *41* |
| **Total** | **3** | **50** | **180** |
| **K. Compliance Reviews – CLOSED** |  |  |
|  | **Oct 2017** | **Year to Date** | **Since Implementation** |
| **PSST** | 7 | 22 | 51 |
| **FCE** | 2 | 10 | 46 |
| **WT/MW** | - | 8 | 11 |
| ***WT*** | *-* | *1* | *1* |
| ***MW*** | *-* | *7* | *10* |
| **Total** | **9** | **40** | **108** |
| **L. Compliance Reviews – OPEN** |  |  |
|  | **Oct 2017** |  |  |
| **PSST** | 14 |  |  |
| **FCE** | 3 |  |  |
| **WT/MW** | 9 |  |  |
| ***WT*** | *-* |  |  |
| ***MW*** | *9* |  |  |
| **Total** | **26** |  |  |