|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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** |  |  |