



Office of Labor Standards

# SEPTEMBER 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**

	Sept 2017	Year to Date	Since Implementation
PSST	30	317	4,167
FCE	2	20	234
WT/MW	22	266	1,868
WT	5	47	346
MW	17	219	1,522
HEHS	6	37	56
SS	30	402	437
General	6	84	116
<b>Total</b>	<b>96</b>	<b>1,126</b>	<b>6,878</b>

**B. Employee Inquiries**

	Sept 2017	Year to Date	Since Implementation
PSST	20	248	1,569
FCE	0	34	154
WT/MW	42	337	1,066
WT	26	190	535
MW	16	147	531
SS	24	95	98
General	1	14	14
<b>Total</b>	<b>87</b>	<b>728</b>	<b>2,901</b>

**C. Investigations – NEW**

	Sept 2017	Year to Date	Since Implementation
PSST	1	22	247
FCE	1	10	106
SS	1	7	7
WT/MW	4	25	184
WT	4	12	44
MW	0	13	145
<b>Total</b>	<b>6</b>	<b>57</b>	<b>544</b>

**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.

	Sept 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>5</b>	<b>37</b>	<b>180</b>
Dismissal	2	5	23
Settlement	2	23	105
No Violation	-	2	31
Director's Order	1	7	21
<b>FCE</b>	<b>0</b>	<b>17</b>	<b>86</b>
Dismissal	-	2	9
Settlement	-	11	53
No Violation	-	4	14
Director's Order	-	-	10
<b>WT/MW</b>	<b>4</b>	<b>35</b>	<b>120</b>
Dismissal	1	5	14
Settlement	3	19	64
No Violation	-	6	24
Director's Order	-	5	18
<i>WT</i>	<i>1</i>	<i>8</i>	<i>26</i>
<i>Dismissal</i>	<i>-</i>	<i>1</i>	<i>5</i>
<i>Settlement</i>	<i>1</i>	<i>6</i>	<i>13</i>
<i>No Violation</i>	<i>-</i>	<i>1</i>	<i>8</i>
<i>Director's Order</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>MW</i>	<i>3</i>	<i>27</i>	<i>94</i>
<i>Dismissal</i>	<i>1</i>	<i>4</i>	<i>9</i>
<i>Settlement</i>	<i>2</i>	<i>13</i>	<i>51</i>
<i>No Violation</i>	<i>-</i>	<i>5</i>	<i>16</i>
<i>Director's Order</i>	<i>-</i>	<i>5</i>	<i>18</i>
<b>Total</b>	<b>9</b>	<b>89</b>	<b>386</b>

**E. Investigations – OPEN**

As of Sept 30, 2017	
<b>PSST</b>	<b>73</b>
<b>FCE</b>	<b>22</b>
<b>SS</b>	<b>7</b>
<b>WT/MW</b>	<b>79</b>
<i>WT</i>	<i>17</i>
<i>MW</i>	<i>62</i>
<b>Total</b>	<b>181</b>

**F. Average # Days to Resolve Investigation**

	Sept 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>574</b>	<b>382</b>	<b>207</b>
<b>FCE</b>	<b>-</b>	<b>182</b>	<b>111</b>
<b>WT/MW</b>	<b>500</b>	<b>392</b>	<b>260</b>
<i>WT</i>	<i>687</i>	<i>451</i>	<i>297</i>
<i>MW</i>	<i>438</i>	<i>370</i>	<i>249</i>
<b>All Ordinances</b>	<b>541</b>	<b>352</b>	<b>203</b>

### 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.

	Sept 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>\$2,400.00</b>	<b>\$ 100,376.44</b>	<b>\$ 279,818.90</b>
\$ Employee Remedy	\$2,400.00	\$ 98376.44	\$272,693.90
Civil Penalties	-	\$2,000.00	\$7,125.00
% Collected of Amount Due	100%	100%	99%
% of Investigations with Amount Due Collected	100% (1 of 1)	100% (11 of 11)	97% (63 of 65)
<b>FCE</b>	<b>-</b>	<b>\$4,000.00</b>	<b>\$24,000.00</b>
\$ 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)
<b>WT/MW</b>	<b>\$2,399.94</b>	<b>\$ 404,189.05</b>	<b>\$843,711.77</b>
\$ Employee Remedy	\$1,399.94	\$ 378,569.05	\$790,171.77
Civil Penalties	\$1,000.00	\$ 25,620.00	\$53,040.00
% Collected of Amount Due	100%	16%	37%
% of Investigations with Amount Due Collected	100% (1 of 1)	78% (14 of 18)	83% (57 of 69)
<i>WT</i>	-	\$ 20,314.45	\$45,066.77
<i>\$ Employee Remedy</i>	-	\$19,714.45	\$43,966.77
<i>Civil Penalties</i>	-	\$ 600.00	\$600.00
<i>% Collected of Amount Due</i>	-	97%	99%
<i>% of Investigations with Amount Due Collected</i>	-	75% (3 of 4)	90% (9 of 10)
<i>MW</i>	\$2,399.94	\$ 383,874.60	\$799,145.00
<i>\$ Employee Remedy</i>	\$1,399.94	\$ 358,854.60	\$746,205.00
<i>Civil Penalties</i>	\$1,000.00	\$25,020.00	\$52,940.00
<i>% Collected of Amount Due</i>	100%	11%	33%
<i>% of Investigations with Amount Due Collected</i>	100% (1 of 1)	79% (11 of 14)	81% (48 of 59)
<b>Total</b>	<b>\$4,799.94</b>	<b>\$ 508,565.49</b>	<b>\$ 1,147,530.67</b>
\$ Employee Remedy	\$3,799.94	\$ 479,445.49	\$ 1,084,615.67
Civil Penalties	\$1,000.00	\$ 29,120.00	\$62,915.00
% Collected of Amount Due	100%	33%	54%
% of Investigations with Amount Due Collected	100% (2 of 2)	89% (33 of 37)	90% (132 of 146)

### H. Number of Employees Awarded Monetary Remedies

	Sept 2017	Year to Date	Since Implementation
<b>PSST</b>	<b>80</b>	<b>615</b>	<b>941</b>
<b>FCE</b>	<b>-</b>	<b>5</b>	<b>8</b>
<b>WT/MW</b>	<b>1</b>	<b>358</b>	<b>1,052</b>
<i>WT</i>	-	18	28
<i>MW</i>	1	340	1,024
<b>Total</b>	<b>81</b>	<b>978</b>	<b>2,001</b>

**I. Employer Training**

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

	<b>Sept 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
	<b>6</b>	<b>28</b>	<b>87</b>

**J. Compliance Reviews - NEW**

Compliance reviews monitor an employer's labor standards compliance after a settlement/final order.

	<b>Sept 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	2	27	86
<b>FCE</b>	2	8	49
<b>WT/MW</b>	2	12	42
<i>WT</i>	-	0	2
<i>MW</i>	2	12	40
<b>Total</b>	<b>6</b>	<b>47</b>	<b>177</b>

**K. Compliance Reviews – CLOSED**

	<b>Sept 2017</b>	<b>Year to Date</b>	<b>Since Implementation</b>
<b>PSST</b>	1	15	44
<b>FCE</b>	2	8	44
<b>WT/MW</b>	-	8	11
<i>WT</i>	-	1	1
<i>MW</i>	-	7	10
<b>Total</b>	<b>3</b>	<b>31</b>	<b>99</b>

**L. Compliance Reviews – OPEN**

	<b>Sept 2017</b>
<b>PSST</b>	22
<b>FCE</b>	3
<b>WT/MW</b>	10
<i>WT</i>	-
<i>MW</i>	10
<b>Total</b>	<b>35</b>