



Office of Labor Standards ♦ Seattle Office for Civil Rights
DECEMBER 2015 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
- *Subset of Wage Theft*
 Minimum Wage Ordinance (MWO) 4/1/2015

A. Employer Inquiries

	December 2015	Year to Date	Since Implementation
PSST	70	601	3,195
FCE	2	51	184
WT	112	912	1,005
<i>MWO</i>	104	826	918
Total	184	1,564	4,384

B. Employee Inquiries

	December 2015	Year to Date	Since Implementation
PSST	31	301	920
FCE	5	33	90
WT	48	269	269
<i>MWO</i>	23	158	158
Total	84	603	1,279

C. Investigations - NEW

	December 2015	Year to Date	Since Implementation
PSST	7	84	138
FCE	1	30	63
WT	6	72	72
<i>MWO</i>	6	62	62
Total	14	186	273

(continued)

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 monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

	December 2015	Year to Date	Since Implementation
PSST	7	51	88
Dismissal		7	12
Settlement	3	25	45
No Violation	2	12	19
Director's Order	2	7	12
FCE	1	34	56
Dismissal		2	5
Settlement	1	24	38
No Violation		4	6
Director's Order		4	7
WT	2	15	15
Dismissal		2	2
Settlement	2	8	8
No Violation		1	1
Director's Order		4	4
MWO	2	14	14
<i>Dismissal</i>		1	1
<i>Settlement</i>	2	8	8
<i>No Violation</i>		1	1
<i>Director's Order</i>		4	4
Total	10	100	159

E. Investigations – OPEN

	Currently (as of December 31, 2015)
PSST	50
FCE	7
WT	57
MWO	48
Total	114

F. Average # Days to Resolve Investigation

	December 2015	Year to Date	Since Implementation
PSST	203	156	145
FCE	72	79	84
WT	205	141	141
MWO	205	149	149
All Ordinances	190	127	123

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.

	December 2015	Year to Date	Since Implementation
PSST	\$6,708.60	\$21,032.22	\$46,568.10
\$ Employee Remedy	\$6,708.60	\$20,282.22	\$45,568.10
Civil Penalties	\$0	\$750	\$1,000
% Collected of Amount Assessed	100%	100%	100%
% Collected of Investigations	100% (2 of 2)	100% (13 of 13)	100% (29 of 29)
FCE	\$750	\$750	\$19,250
\$ Employee Remedy	\$0	\$0	\$18,500
Civil Penalties	\$750	\$750	\$750
% Collected of Amount Assessed	0%	0%	96.10%
% Collected of Investigations	0% (0 of 1)	0% (0 of 1)	66.67% (2 of 3)
WT	\$448.13	\$164,567.06	\$164,567.06
\$ Employee Remedy	\$448.13	\$156,967.06	\$156,967.06
Civil Penalties	\$0	\$7,600	\$7,600
% Collected of Amount Assessed	100%	8.30%	8.30%
% Collected of Investigations	100% (1 of 1)	60% (6 of 10)	60% (6 of 10)
MWO	\$448.13	\$164,567.06	\$164,567.06
\$ Employee Remedy	\$448.13	\$156,967.06	\$156,967.06
Civil Penalties	\$0	\$7,600	\$7,600
% Collected of Amount Assessed	100%	8.30%	8.30%
% Collected of Investigations	100% (1 of 1)	60% (6 of 10)	60% (6 of 10)
Total	\$7,906.73	\$186,349.28	\$230,385.16
\$ Employee Remedy	\$7,156.73	\$177,249.28	\$221,035.16
Civil Penalties	\$750	\$9,100	\$9,350
% Collected of Amount Assessed	90.51%	18.62%	34.17%
% Collected of Investigations	75% (3 of 4)	79.17% (19 of 24)	88.10% (37 of 42)

H. Number of Employees Receiving Monetary Remedies

	December 2015	Year to Date	Since Implementation
PSST	9	37	91
FCE	0	0	2
WT	35	147	147
<i>MWO</i>	35	147	147
Total	44	184	240

I. Required Employer Trainings

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

	December 2015	Year to Date	Since Implementation
	1	11	11

J. Compliance Reviews - NEW

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

	December 2015	Year to Date	Since Implementation
PSST	1	14	14
FCE	5	10	10
WT	1	1	1
<i>MWO</i>	1	1	1
Total	7	25	25

K. Compliance Reviews - Closed

	December 2015	Year to Date	Since Implementation
PSST	0	6	6
FCE	4	6	7
WT	0	0	0
<i>MWO</i>	0	0	0
Total	4	12	13

L. Compliance Reviews - OPEN

	December 2015
PSST	8
FCE	3
WT	1
<i>MWO</i>	1
Total	12