



Office of Labor Standards ♦ Seattle Office for Civil Rights

JUNE 2015 MONTHLY DASHBOARD

Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 09/01/2012
- Fair Chance Employment (FCE) 11/01/2013
- Wage Theft (WT) 04/01/2015
- *Subset of Wage Theft*
Minimum Wage Ordinance (MWO) 04/01/2015

A. Employer Technical Assistance

| | June 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 31 | 284 | 2878 |
| FCE | 2 | 26 | 159 |
| WT | 41 | 665 | 758 |
| <i>MWO</i> | 33 | 610 | 702 |
| Total | 74 | 975 | 3795 |

B. Employee Inquiries

| | June 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 20 | 131 | 750 |
| FCE | 3 | 12 | 69 |
| WT | 17 | 71 | 71 |
| <i>MWO</i> | 17 | 64 | 64 |
| Total | 40 | 214 | 890 |

C. Investigations - NEW

| | June 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 8 | 32 | 86 |
| FCE | 0 | 18 | 51 |
| WT | 8 | 26 | 26 |
| <i>MWO</i> | 7 | 24 | 24 |
| Total | 16 | 76 | 163 |

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 196 PSST and 11 JAO Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section G, Monetary Remedies.

| | June 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 3 | 20 | 57 |
| Dismissal | 2 | 3 | 8 |
| Settlement | - | 9 | 29 |
| No Violation | 1 | 6 | 7 |
| Violation | - | 2 | 13 |
| FCE | 2 | 27 | 49 |
| Dismissal | - | 1 | 4 |
| Settlement | 2 | 19 | 33 |
| No Violation | - | 4 | 6 |
| Violation | - | 3 | 6 |
| WT | - | - | - |
| Dismissal | - | - | - |
| Settlement | - | - | - |
| No Violation | - | - | - |
| Violation | - | - | - |
| MWO | - | - | - |
| Dismissal | - | - | - |
| Settlement | - | - | - |
| No Violation | - | - | - |
| Violation | - | - | - |
| Total | 5 | 47 | 106 |

E. Investigations – OPEN

| | Currently (as of June 30, 2015) |
|--------------|------------------------------------|
| PSST | 29 |
| FCE | 2 |
| WT | 26 |
| MWO | 24 |
| Total | 57 |

F. Average # Days to Resolve Investigation

| | June 2015 | Year to Date | Since Implementation |
|-----------------------|------------|--------------|----------------------|
| PSST | 128 | 143 | 135 |
| FCE | 80 | 83 | 87 |
| WT | - | - | - |
| MWO | - | - | - |
| All Ordinances | 109 | 108 | 113 |

G. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation).

| | June 2015 | Year to Date | Since Implementation |
|--------------------|-----------|-------------------|----------------------|
| PSST | - | \$4,027.92 | \$29,563.80 |
| \$ Employee Remedy | - | \$3,777.92 | \$29,063.80 |
| Civil Penalties | - | \$250 | \$500 |
| % Collected | - | 100% | 100% |
| FCE | - | - | \$18,500 |
| \$ Employee Remedy | - | - | \$18,500 |
| Civil Penalties | - | - | - |
| % Collected | - | - | 100% |
| WT | - | - | - |
| \$ Employee Remedy | - | - | - |
| Civil Penalties | - | - | - |
| % Collected | - | - | - |
| MWO | - | - | - |
| \$ Employee Remedy | - | - | - |
| Civil Penalties | - | - | - |
| % Collected | - | - | - |
| Total | - | \$4,027.92 | \$48,063.80 |
| \$ Employee Remedy | - | \$3,777.92 | \$47,563.80 |
| Civil Penalties | - | \$250 | \$500 |
| % Collected | - | 100% | 100% |

H. Number of Employees Receiving Monetary Remedies

| | June 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 0 | 4 | 58 |
| FCE | 0 | 0 | 2 |
| WT | - | - | - |
| MWO | - | - | - |
| Total | 0 | 4 | 60 |

I. Compliance Reviews - NEW

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

| | June 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 3 | 4 | 4 |
| FCE | - | - | - |
| WT | - | - | - |
| MWO | - | - | - |
| Total | 3 | 4 | 4 |

J. Compliance Reviews - CLOSED

| | June 2015 | Year to Date | Since Implementation |
|--------------|------------------|---------------------|-----------------------------|
| PSST | - | - | - |
| FCE | - | - | - |
| WT | - | - | - |
| MWO | - | - | - |
| Total | 0 | 0 | 0 |

K. Compliance Reviews - OPEN

| | June 2015 |
|--------------|------------------|
| PSST | 4 |
| FCE | - |
| WT | - |
| MWO | - |
| Total | 4 |



Office of Labor Standards ♦ Seattle Office for Civil Rights

JULY 2015 MONTHLY DASHBOARD

Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 09/01/2012
- Fair Chance Employment (FCE) 11/01/2013
- Wage Theft (WT) 04/01/2015
- *Subset of Wage Theft*
Minimum Wage Ordinance (MWO) 04/01/2015

A. Employer Technical Assistance

| | July 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 43 | 327 | 2921 |
| FCE | 2 | 28 | 161 |
| WT | 31 | 696 | 789 |
| <i>MWO</i> | 24 | 634 | 726 |
| Total | 76 | 1,051 | 3871 |

B. Employee Inquiries

| | July 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 18 | 149 | 768 |
| FCE | 3 | 15 | 72 |
| WT | 24 | 95 | 95 |
| <i>MWO</i> | 24 | 88 | 88 |
| Total | 45 | 259 | 935 |

C. Employee Inquiry Resolution

| | July 2015 |
|-------------------|-----------|
| Investigation | 7 |
| Info Provided | 25 |
| Referral | 4 |
| Insufficient Info | 7 |
| No Jurisdiction | 1 |
| Open | 1 |
| Total | 45 |

D. Investigations - NEW

| | July 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 6 | 38 | 92 |
| FCE | 2 | 20 | 53 |
| WT | 10 | 36 | 36 |
| <i>MWO</i> | 8 | 32 | 32 |
| Total | 18 | 94 | 181 |

E. 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 196 PSST and 11 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

| | July 2015 | Year to Date | Since Implementation |
|--------------|-----------|--------------|----------------------|
| PSST | 6 | 26 | 63 |
| Dismissal | - | 3 | 8 |
| Settlement | 3 | 12 | 32 |
| No Violation | 2 | 8 | 15 |
| Violation | 1 | 3 | 8 |
| FCE | 2 | 29 | 51 |
| Dismissal | 1 | 2 | 5 |
| Settlement | 1 | 20 | 34 |
| No Violation | - | 4 | 6 |
| Violation | - | 3 | 6 |
| WT | 1 | 1 | 1 |
| Dismissal | - | - | - |
| Settlement | 1 | 1 | 1 |
| No Violation | - | - | - |
| Violation | - | - | - |
| <i>MWO</i> | <i>1</i> | <i>1</i> | <i>1</i> |
| Dismissal | - | - | - |
| Settlement | 1 | 1 | 1 |
| No Violation | - | - | - |
| Violation | - | - | - |
| Total | 9 | 56 | 115 |

F. Investigations – OPEN

| | Currently (as of July 31, 2015) |
|--------------|------------------------------------|
| PSST | 29 |
| FCE | 2 |
| WT | 35 |
| <i>MWO</i> | <i>31</i> |
| Total | 66 |

G. Average # Days to Resolve Investigation

| | July 2015 | Year to Date | Since Implementation |
|--------------|------------------|---------------------|-----------------------------|
| PSST | 175 | 150 | 139 |
| FCE | 69 | 82 | 86 |
| WT | 57 | 57 | 57 |
| MWO | 57 | 57 | 57 |
| Total | 138 | 113 | 115 |

H. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation).

| | July 2015 | Year to Date | Since Implementation |
|--------------------|-------------------|---------------------|-----------------------------|
| PSST | \$1,065.00 | \$5,092.92 | \$30,628.80 |
| \$ Employee Remedy | \$1,065.00 | \$4,842.92 | \$30,128.80 |
| Civil Penalties | - | \$250 | \$500 |
| % Collected | 100% | 100% | 100% |
| FCE | - | - | \$18,500 |
| \$ Employee Remedy | - | - | \$18,500 |
| Civil Penalties | - | - | - |
| % Collected | - | - | 100% |
| WT | \$1,928.12 | \$1,928.12 | \$1,928.12 |
| \$ Employee Remedy | 1,928.12 | 1,928.12 | 1,928.12 |
| Civil Penalties | - | - | - |
| % Collected | 100% | 100% | 100% |
| MWO | \$1,928.12 | \$1,928.12 | \$1,928.12 |
| \$ Employee Remedy | 1,928.12 | 1,928.12 | 1,928.12 |
| Civil Penalties | - | - | - |
| % Collected | 100% | 100% | 100% |
| Total | \$2,993.12 | \$7,021.04 | \$51,056.92 |
| \$ Employee Remedy | \$2,993.12 | \$6,771.04 | \$50,556.92 |
| Civil Penalties | - | \$250 | \$500 |
| % Collected | 100% | 100% | 100% |

I. Number of Employees Receiving Remedies

| | July 2015 | Year to Date | Since Implementation |
|--------------|------------------|---------------------|-----------------------------|
| PSST | 2 | 6 | 60 |
| FCE | - | - | 2 |
| WT | 36 | 36 | 36 |
| MWO | 36 | 36 | 36 |
| Total | 38 | 42 | 98 |

J. Compliance Reviews - NEW

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

| | July 2015 | Year to Date | Since Implementation |
|--------------|------------------|---------------------|-----------------------------|
| PSST | 1 | 5 | 5 |
| FCE | - | - | - |
| WT | - | - | - |
| MWO | - | - | - |
| Total | 1 | 5 | 5 |

K. Compliance Reviews - CLOSED

| | July 2015 | Year to Date | Since Implementation |
|--------------|------------------|---------------------|-----------------------------|
| PSST | - | - | - |
| FCE | - | - | - |
| WT | - | - | - |
| MWO | - | - | - |
| Total | 0 | 0 | 0 |

L. Compliance Reviews - OPEN

| | July 2015 |
|--------------|------------------|
| PSST | 5 |
| FCE | - |
| WT | - |
| MWO | - |
| Total | 5 |



Office of Labor Standards ♦ Seattle Office for Civil Rights
AUGUST 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

| | August 2015 | Year to Date | Since Implementation |
|--------------|-------------|--------------|----------------------|
| PSST | 61 | 388 | 2982 |
| FCE | 4 | 32 | 165 |
| WT | 28 | 724 | 817 |
| <i>MWO</i> | 22 | 656 | 748 |
| Total | 93 | 1,144 | 3,964 |

B. Employee Inquiries

| | August 2015 | Year to Date | Since Implementation |
|--------------|-------------|--------------|----------------------|
| PSST | 29 | 178 | 797 |
| FCE | 0 | 15 | 72 |
| WT | 29 | 124 | 124 |
| <i>MWO</i> | 6 | 94 | 94 |
| Total | 58 | 317 | 993 |

C. Employee Inquiry Resolution

| | August 2015 |
|-------------------|-------------|
| Investigation | 15 |
| Info Provided | 28 |
| Referral | 1 |
| Insufficient Info | 7 |
| No Jurisdiction | 6 |
| Open | 1 |
| Total | 58 |

D. Investigations - NEW

| | August 2015 | Year to Date | Since Implementation |
|--------------|-------------|--------------|----------------------|
| PSST | 9 | 47 | 101 |
| FCE | 4 | 24 | 57 |
| WT | 8 | 44 | 44 |
| MWO | 5 | 37 | 37 |
| Total | 21 | 115 | 202 |

E. 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 196 PSST and 11 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

| | August 2015 | Year to Date | Since Implementation |
|--------------|-------------|--------------|----------------------|
| PSST | 4 | 30 | 67 |
| Dismissal | 2 | 5 | 10 |
| Settlement | 2 | 14 | 34 |
| No Violation | - | 8 | 15 |
| Violation | - | 3 | 8 |
| FCE | - | 29 | 51 |
| Dismissal | - | 2 | 5 |
| Settlement | - | 20 | 34 |
| No Violation | - | 4 | 6 |
| Violation | - | 3 | 6 |
| WT | - | 1 | 1 |
| Dismissal | - | - | - |
| Settlement | - | 1 | 1 |
| No Violation | - | - | - |
| Violation | - | - | - |
| MWO | - | 1 | 1 |
| Dismissal | - | - | - |
| Settlement | - | 1 | 1 |
| No Violation | - | - | - |
| Violation | - | - | - |
| Total | 4 | 60 | 119 |

F. Investigations – OPEN

| | Currently (as of August 31, 2015) |
|--------------|--------------------------------------|
| PSST | 34 |
| FCE | 6 |
| WT | 43 |
| MWO | 36 |
| Total | 83 |

G. Average # Days to Resolve Investigation

| | August 2015 | Year to Date | Since Implementation |
|-----------------------|-------------|--------------|----------------------|
| PSST | 154 | 151 | 140 |
| FCE | - | 82 | 86 |
| WT | - | 57 | 57 |
| <i>MWO</i> | - | 57 | 57 |
| All Ordinances | 154 | 116 | 116 |

H. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation).

| | August 2015 | Year to Date | Since Implementation |
|--------------------|-------------------|-------------------|----------------------|
| PSST | \$1,153.85 | \$6,246.77 | \$31,782.65 |
| \$ Employee Remedy | \$1,153.85 | \$5,996.77 | \$31,282.65 |
| Civil Penalties | - | \$250 | \$500 |
| % Collected | 100% | 100% | 100% |
| FCE | - | - | \$18,500 |
| \$ Employee Remedy | - | - | \$18,500 |
| Civil Penalties | - | - | - |
| % Collected | - | - | 100% |
| WT | - | \$1,928.12 | \$1,928.12 |
| \$ Employee Remedy | - | 1,928.12 | 1,928.12 |
| Civil Penalties | - | - | - |
| % Collected | - | 100% | 100% |
| <i>MWO</i> | - | \$1,928.12 | \$1,928.12 |
| \$ Employee Remedy | - | 1,928.12 | 1,928.12 |
| Civil Penalties | - | - | - |
| % Collected | - | 100% | 100% |
| Total | \$1,153.85 | \$8,174.89 | \$52,210.77 |
| \$ Employee Remedy | \$1,153.85 | \$7,924.89 | \$51,710.77 |
| Civil Penalties | - | \$250 | \$500 |
| % Collected | 100% | 100% | 100% |

I. Number of Employees Receiving Monetary Remedies

| | August 2015 | Year to Date | Since Implementation |
|--------------|-------------|--------------|----------------------|
| PSST | 1 | 7 | 61 |
| FCE | - | - | 2 |
| WT | - | 36 | 36 |
| <i>MWO</i> | - | 36 | 36 |
| Total | 1 | 43 | 99 |

J. Compliance Reviews - NEW

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

| | August 2015 | Year to Date | Since Implementation |
|--------------|--------------------|---------------------|-----------------------------|
| PSST | 4 | 9 | 9 |
| FCE | 1 | 1 | 1 |
| WT | - | - | - |
| MWO | - | - | - |
| Total | 5 | 10 | 10 |

K. Compliance Reviews - CLOSED

| | August 2015 | Year to Date | Since Implementation |
|--------------|--------------------|---------------------|-----------------------------|
| PSST | - | - | - |
| FCE | - | - | - |
| WT | - | - | - |
| MWO | - | - | - |
| Total | - | - | - |

L. Compliance Reviews - OPEN

| | August 2015 |
|--------------|--------------------|
| PSST | 9 |
| FCE | 1 |
| WT | - |
| MWO | - |
| Total | 10 |



Office of Labor Standards ♦ Seattle Office for Civil Rights

SEPTEMBER 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

| | September 2015 | Year to Date | Since Implementation |
|--------------|----------------|--------------|----------------------|
| PSST | 48 | 436 | 3030 |
| FCE | 5 | 37 | 170 |
| WT | 23 | 747 | 840 |
| <i>MWO</i> | 21 | 677 | 769 |
| Total | 76 | 1,220 | 4,040 |

B. Employee Inquiries

| | September 2015 | Year to Date | Since Implementation |
|--------------|----------------|--------------|----------------------|
| PSST | 31 | 209 | 828 |
| FCE | 1 | 16 | 73 |
| WT | 34 | 158 | 158 |
| <i>MWO</i> | 8 | 102 | 102 |
| Total | 66 | 383 | 1,059 |

C. Employee Inquiry Resolution

| September 2015 | |
|-------------------|-----------|
| Investigation | 13 |
| Info Provided | 23 |
| Referral | 5 |
| Insufficient Info | 13 |
| No Jurisdiction | 10 |
| Open | 2 |
| Total | 66 |

D. Investigations - NEW

| | September 2015 | Year to Date | Since Implementation |
|--------------|----------------|--------------|----------------------|
| PSST | 11 | 58 | 112 |
| FCE | 2 | 26 | 59 |
| WT | 4 | 48 | 48 |
| <i>MWO</i> | 4 | 41 | 41 |
| Total | 17 | 132 | 219 |

E. 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 196 PSST and 11 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

| | September 2015 | Year to Date | Since Implementation |
|--------------|----------------|--------------|----------------------|
| PSST | 1 | 31 | 68 |
| Dismissal | - | 5 | 10 |
| Settlement | - | 14 | 34 |
| No Violation | 1 | 9 | 16 |
| Violation | - | 3 | 8 |
| FCE | 1 | 30 | 52 |
| Dismissal | - | 2 | 5 |
| Settlement | 1 | 21 | 35 |
| No Violation | - | 4 | 6 |
| Violation | - | 3 | 6 |
| WT | 3 | 4 | 4 |
| Dismissal | 2 | 2 | 2 |
| Settlement | - | 1 | 1 |
| No Violation | - | - | - |
| Violation | 1 | 1 | 1 |
| <i>MWO</i> | 2 | 3 | 3 |
| Dismissal | 1 | 1 | 1 |
| Settlement | - | 1 | 1 |
| No Violation | - | - | - |
| Violation | 1 | 1 | 1 |
| Total | 5 | 65 | 124 |

F. Investigations – OPEN

| | Currently (as of September 30, 2015) |
|--------------|--|
| PSST | 44 |
| FCE | 7 |
| WT | 44 |
| <i>MWO</i> | 38 |
| Total | 95 |

G. Average # Days to Resolve Investigation

| | September 2015 | Year to Date | Since Implementation |
|-----------------------|----------------|--------------|----------------------|
| PSST | 189 | 152 | 140 |
| FCE | 71 | 81 | 86 |
| WT | 86 | 79 | 79 |
| <i>MWO</i> | 115 | 95 | 95 |
| All Ordinances | 103 | 115 | 115 |

H. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation). Collection of an unpaid final order (\$140,947.28) has been referred to the City Legal Department. This is due to an employer that filed for bankruptcy.

| | September 2015 | Year to Date | Since Implementation |
|--------------------|---------------------|---------------------|----------------------|
| PSST | - | \$6,246.77 | \$31,782.65 |
| \$ Employee Remedy | - | \$5,996.77 | \$31,282.65 |
| Civil Penalties | - | \$250 | \$500 |
| % Collected | - | 100% | 100% |
| FCE | - | - | \$18,500 |
| \$ Employee Remedy | - | - | \$18,500 |
| Civil Penalties | - | - | 0 |
| % Collected | - | - | 100% |
| WT | \$140,947.28 | \$142,875.40 | \$142,875.40 |
| \$ Employee Remedy | \$140,447.28 | \$142,375.40 | \$142,375.40 |
| Civil Penalties | \$500 | \$500 | \$500 |
| % Collected | 0% | 1.35% | 1.35% |
| <i>MWO</i> | \$140,947.28 | \$142,875.40 | \$142,875.40 |
| \$ Employee Remedy | \$140,447.28 | \$142,375.40 | \$142,375.40 |
| Civil Penalties | \$500 | \$500 | \$500 |
| % Collected | 0% | 1.35% | 1.35% |
| Total | 140,947.28 | \$149,122.17 | \$193,158.05 |
| \$ Employee Remedy | \$140,447.28 | \$148,372.17 | \$192,158.05 |
| Civil Penalties | \$500 | \$750 | \$1,000.00 |
| % Collected | 0% | 5.48% | 27.03% |

I. Number of Employees Receiving Monetary Remedies

| | September 2015 | Year to Date | Since Implementation |
|--------------|----------------|--------------|----------------------|
| PSST | - | 7 | 61 |
| FCE | - | 0 | 2 |
| WT | 40 | 76 | 76 |
| <i>MWO</i> | 40 | 76 | 76 |
| Total | 40 | 83 | 139 |

J. Compliance Reviews - NEW

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

| | September 2015 | Year to Date | Since Implementation |
|--------------|-----------------------|---------------------|-----------------------------|
| PSST | 1 | 10 | 10 |
| FCE | - | 1 | 1 |
| WT | - | - | - |
| <i>MWO</i> | - | - | - |
| Total | 1 | 11 | 11 |

K. Compliance Reviews - CLOSED

| | September 2015 | Year to Date | Since Implementation |
|--------------|-----------------------|---------------------|-----------------------------|
| PSST | 3 | 3 | 3 |
| FCE | - | - | - |
| WT | - | - | - |
| <i>MWO</i> | - | - | - |
| Total | 3 | 3 | 3 |

L. Compliance Reviews - OPEN

| | September 2015 |
|--------------|-----------------------|
| PSST | 7 |
| FCE | 1 |
| WT | - |
| <i>MWO</i> | - |
| Total | 8 |



Office of Labor Standards ♦ Seattle Office for Civil Rights

OCTOBER 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

| | October 2015 | Year to Date | Since Implementation |
|--------------|--------------|--------------|----------------------|
| PSST | 48 | 484 | 3078 |
| FCE | 7 | 44 | 177 |
| WT | 23 | 770 | 863 |
| <i>MWO</i> | 18 | 695 | 787 |
| Total | 78 | 1,298 | 4,118 |

B. Employee Inquiries

| | October 2015 | Year to Date | Since Implementation |
|--------------|--------------|--------------|----------------------|
| PSST | 24 | 233 | 852 |
| FCE | 5 | 21 | 78 |
| WT | 36 | 194 | 194 |
| <i>MWO</i> | 17 | 119 | 119 |
| Total | 65 | 448 | 1,124 |

C. Employee Inquiry Resolution

| | October 2015 |
|-------------------|--------------|
| Investigation | 10 |
| Info Provided | 22 |
| Referral | 3 |
| Insufficient Info | 16 |
| No Jurisdiction | 7 |
| Open | 7 |
| Total | 65 |

D. Investigations - NEW

| | October 2015 | Year to Date | Since Implementation |
|--------------|--------------|--------------|----------------------|
| PSST | 12 | 70 | 124 |
| FCE | 2 | 28 | 61 |
| WT | 15 | 63 | 63 |
| MWO | 14 | 55 | 55 |
| Total | 29 | 161 | 248 |

E. 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 196 PSST and 11 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

| | October 2015 | Year to Date | Since Implementation |
|--------------|--------------|--------------|----------------------|
| PSST | 7 | 38 | 75 |
| Dismissal | 2 | 7 | 12 |
| Settlement | 5 | 19 | 39 |
| No Violation | - | 9 | 16 |
| Violation | - | 3 | 8 |
| FCE | 3 | 33 | 55 |
| Dismissal | - | 2 | 5 |
| Settlement | 2 | 23 | 37 |
| No Violation | - | 4 | 6 |
| Violation | 1 | 4 | 7 |
| WT | 6 | 10 | 10 |
| Dismissal | - | 2 | 2 |
| Settlement | 5 | 6 | 6 |
| No Violation | - | - | - |
| Violation | 1 | 2 | 2 |
| MWO | 6 | 9 | 9 |
| Dismissal | - | 1 | 1 |
| Settlement | 5 | 6 | 6 |
| No Violation | - | - | - |
| Violation | 1 | 2 | 2 |
| Total | 16 | 81 | 140 |

F. Investigations – OPEN

| | Currently (as of October 31, 2015) |
|--------------|---------------------------------------|
| PSST | 49 |
| FCE | 6 |
| WT | 53 |
| MWO | 46 |
| Total | 108 |

G. Average # Days to Resolve Investigation

| | October 2015 | Year to Date | Since Implementation |
|-----------------------|--------------|--------------|----------------------|
| PSST | 171 | 156 | 143 |
| FCE | 53 | 79 | 84 |
| WT | 154 | 124 | 124 |
| <i>MWO</i> | 154 | 134 | 134 |
| All Ordinances | 143 | 120 | 119 |

H. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation).

Collections of unpaid final orders (\$141,101.36) 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.

| | October 2015 | Year to Date | Since Implementation |
|--------------------|--------------------|---------------------|----------------------|
| PSST | \$8,076.85 | \$14,323.62 | \$39,859.50 |
| \$ Employee Remedy | \$7,576.85 | \$13,573.62 | \$38,859.50 |
| Civil Penalties | \$500 | \$750 | \$1,000 |
| % Collected | 100% | 100% | 100% |
| FCE | - | - | \$18,500 |
| \$ Employee Remedy | - | - | \$18,500 |
| Civil Penalties | - | - | - |
| % Collected | - | - | 100% |
| WT | \$11,438.44 | \$154,313.84 | \$154,313.84 |
| \$ Employee Remedy | \$11,338.44 | 153,713.84 | 153,713.84 |
| Civil Penalties | \$100 | \$600 | \$600 |
| % Collected | 98.65% | 8.56% | 8.56% |
| <i>MWO</i> | \$11,438.44 | \$154,313.84 | \$154,313.84 |
| \$ Employee Remedy | \$11,338.44 | 153,713.84 | 153,713.84 |
| Civil Penalties | \$100 | \$600 | \$600 |
| % Collected | 98.65% | 8.56% | 8.56% |
| Total | \$19,515.29 | \$168,637.46 | \$212,673.34 |
| \$ Employee Remedy | \$18,915.29 | \$167,287.46 | \$211,073.34 |
| Civil Penalties | \$600 | \$1,350 | \$1,600 |
| % Collected | 99.21% | 16.33% | 33.65% |

I. Number of Employees Receiving Monetary Remedies

| | October 2015 | Year to Date | Since Implementation |
|--------------|--------------|--------------|----------------------|
| PSST | 21 | 28 | 82 |
| FCE | - | 0 | 2 |
| WT | 34 | 110 | 110 |
| <i>MWO</i> | 34 | 110 | 110 |
| Total | 55 | 138 | 194 |

J. Compliance Reviews -NEW

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

| | October 2015 | Year to Date | Since Implementation |
|--------------|---------------------|---------------------|-----------------------------|
| PSST | 2 | 12 | 12 |
| FCE | - | 1 | 1 |
| WT | - | - | - |
| <i>MWO</i> | - | - | - |
| Total | 2 | 13 | 13 |

K. Compliance Reviews -CLOSED

| | October 2015 | Year to Date | Since Implementation |
|--------------|---------------------|---------------------|-----------------------------|
| PSST | 2 | 5 | 5 |
| FCE | - | - | - |
| WT | - | - | - |
| <i>MWO</i> | - | - | - |
| Total | 2 | 5 | 5 |

L. Compliance Reviews - OPEN

| | October 2015 |
|--------------|---------------------|
| PSST | 7 |
| FCE | 1 |
| WT | - |
| <i>MWO</i> | - |
| Total | 8 |



NOVEMBER 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

| | November 2015 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | 47 | 531 | 3,125 |
| FCE | 5 | 49 | 182 |
| WT | 30 | 800 | 893 |
| <i>MWO</i> | 27 | 722 | 814 |
| Total | 82 | 1,380 | 4,200 |

B. Employee Inquiries

| | November 2015 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | 37 | 270 | 889 |
| FCE | 7 | 28 | 85 |
| WT | 27 | 221 | 221 |
| <i>MWO</i> | 16 | 135 | 135 |
| Total | 71 | 519 | 1,195 |

C. Employee Inquiry Resolution

| | November 2015 |
|-------------------|---------------|
| Investigation | 6 |
| Info Provided | 30 |
| Referral | 1 |
| Insufficient Info | 15 |
| No Jurisdiction | 5 |
| Open | 14 |
| Total | 71 |

D. Investigations - NEW

| | November 2015 | Year to Date | Since Implementation |
|--------------|----------------------|---------------------|-----------------------------|
| PSST | 5 | 75 | 129 |
| FCE | 1 | 29 | 62 |
| WT | 3 | 66 | 66 |
| MWO | 1 | 56 | 56 |
| Total | 9 | 170 | 257 |

E. 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 196 PSST and 11 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

| | November 2015 | Year to Date | Since Implementation |
|--------------|----------------------|---------------------|-----------------------------|
| PSST | 6 | 44 | 81 |
| Dismissal | - | 7 | 12 |
| Settlement | 3 | 22 | 42 |
| No Violation | 1 | 10 | 17 |
| Violation | 2 | 5 | 10 |
| FCE | - | 33 | 55 |
| Dismissal | - | 2 | 5 |
| Settlement | - | 23 | 37 |
| No Violation | - | 4 | 6 |
| Violation | - | 4 | 7 |
| WT | 3 | 13 | 13 |
| Dismissal | - | 2 | 2 |
| Settlement | - | 6 | 6 |
| No Violation | 1 | 1 | 1 |
| Violation | 2 | 4 | 4 |
| MWO | 3 | 12 | 12 |
| Dismissal | - | 1 | 1 |
| Settlement | - | 6 | 6 |
| No Violation | 1 | 1 | 1 |
| Violation | 2 | 4 | 4 |
| Total | 12 | 90 | 149 |

F. Investigations – OPEN

| | Currently (as of November 31, 2015) |
|--------------|--|
| PSST | 48 |
| FCE | 7 |
| WT | 53 |
| MWO | 44 |
| Total | 108 |

G. Average # Days to Resolve Investigation

| | November 2015 | Year to Date | Since Implementation |
|-----------------------|---------------|--------------|----------------------|
| PSST | 99 | 148 | 140 |
| FCE | - | 79 | 84 |
| WT | 155 | 131 | 131 |
| <i>MWO</i> | 155 | 139 | 139 |
| All Ordinances | 118 | 120 | 119 |

H. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation). Collections of unpaid final orders (\$150,752.37) 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.

| | November 2015 | Year to Date | Since Implementation |
|--------------------|-------------------|---------------------|----------------------|
| PSST | - | \$14,323.62 | \$39,859.50 |
| \$ Employee Remedy | - | \$13,573.62 | \$38,859.50 |
| Civil Penalties | - | \$750 | \$1,000 |
| % Collected | - | 100% | 100% |
| FCE | - | - | \$18,500 |
| \$ Employee Remedy | - | - | \$18,500 |
| Civil Penalties | - | - | - |
| % Collected | - | - | 100% |
| WT | \$9,805.09 | \$164,118.93 | \$164,118.93 |
| \$ Employee Remedy | \$2,805.09 | 156,518.93 | 156,518.93 |
| Civil Penalties | \$7,000 | \$7,600 | \$7,600 |
| % Collected | 0% | 8% | 8% |
| <i>MWO</i> | \$9,805.09 | \$164,118.93 | \$164,118.93 |
| \$ Employee Remedy | \$2,805.09 | 156,518.93 | 156,518.93 |
| Civil Penalties | \$7,000 | \$7,600 | \$7,600 |
| % Collected | 0% | 8% | 8% |
| Total | \$9,805.09 | \$178,442.55 | \$222,478.43 |
| \$ Employee Remedy | \$2,805.09 | \$170,092.55 | \$213,878.43 |
| Civil Penalties | \$7,000 | \$8,350 | \$8,600 |
| % Collected | 0% | 15.43% | 32.17% |

I. Number of Employees Receiving Monetary Remedies

| | November 2015 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | - | 28 | 82 |
| FCE | - | 0 | 2 |
| WT | 2 | 112 | 112 |
| <i>MWO</i> | 2 | 112 | 112 |
| Total | 2 | 140 | 196 |

J. Compliance Reviews - NEW

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

| | November 2015 | Year to Date | Since Implementation |
|--------------|----------------------|---------------------|-----------------------------|
| PSST | 1 | 13 | 13 |
| FCE | 4 | 5 | 5 |
| WT | - | - | - |
| MWO | - | - | - |
| Total | 5 | 18 | 18 |

K. Compliance Reviews - Closed

| | November 2015 | Year to Date | Since Implementation |
|--------------|----------------------|---------------------|-----------------------------|
| PSST | 2 | 6 | 6 |
| FCE | 1 | 2 | 2 |
| WT | - | - | - |
| MWO | - | - | - |
| Total | 3 | 8 | 8 |

L. Compliance Reviews - OPEN

| | November 2015 |
|--------------|----------------------|
| PSST | 7 |
| FCE | 3 |
| WT | - |
| MWO | - |
| Total | 10 |



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. Employee Inquiry Resolution

| December 2015 | |
|-------------------|-----------|
| Investigation | 1 |
| Info Provided | 33 |
| Referral | 2 |
| Insufficient Info | 14 |
| No Jurisdiction | 6 |
| Open | 28 |
| Total | 84 |

D. Investigations - NEW

| | December 2015 | Year to Date | Since Implementation |
|--------------|---------------|--------------|----------------------|
| PSST | 7 | 82 | 136 |
| FCE | 1 | 30 | 63 |
| WT | 6 | 72 | 72 |
| <i>MWO</i> | 6 | 62 | 62 |
| Total | 14 | 184 | 271 |

E. 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 196 PSST and 11 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 |
| Violation | 2 | 7 | 12 |
| FCE | 1 | 34 | 56 |
| Dismissal | | 2 | 5 |
| Settlement | 1 | 24 | 38 |
| No Violation | | 4 | 6 |
| Violation | | 4 | 7 |
| WT | 2 | 15 | 15 |
| Dismissal | | 2 | 2 |
| Settlement | 2 | 8 | 8 |
| No Violation | | 1 | 1 |
| Violation | | 4 | 4 |
| <i>MWO</i> | 2 | 14 | 14 |
| Dismissal | | 1 | 1 |
| Settlement | 2 | 8 | 8 |
| No Violation | | 1 | 1 |
| Violation | | 4 | 4 |
| Total | 10 | 100 | 159 |

F. Investigations – OPEN

| | Currently (as of December 31, 2015) |
|--------------|--|
| PSST | 48 |
| FCE | 7 |
| WT | 57 |
| <i>MWO</i> | 48 |
| Total | 112 |

G. Average # Days to Resolve Investigation

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

H. 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 | 100% | 100% | 100% |
| FCE | \$750 | \$750 | \$19,250 |
| \$ Employee Remedy | \$0 | \$0 | \$18,500 |
| Civil Penalties | \$750 | \$750 | \$750 |
| % Collected | 0% | 0% | 96.10% |
| 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 | 100% | 8.30% | 8.30% |
| <i>MWO</i> | \$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 | 100% | 8.30% | 8.30% |
| 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 | 90.51% | 18.62% | 34.17% |

I. 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 |

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 |
| MWO | 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 | 6 |
| WT | 0 | 0 | 0 |
| MWO | 0 | 0 | 0 |
| Total | 4 | 12 | 12 |

L. Compliance Reviews - OPEN

| | December 2015 |
|--------------|----------------------|
| PSST | 8 |
| FCE | 4 |
| WT | 1 |
| MWO | 1 |
| Total | 13 |