



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 |