

**SEATTLE OFFICE FOR CIVIL RIGHTS**

**Seattle Human Rights Rules  
Chapter 40**

**Practice and Procedure in Civil Rights Ordinances**

**General Provisions**

SHRR 40-005. APPLICABILITY OF RULES

SHRR 40-010. RELATION TO ORDINANCES

SHRR 40-015. DEFINITIONS

SHRR 40-020. PRACTICE WHERE RULES DO NOT GOVERN

SHRR 40-025. CONSTRUCTION OF RULES

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SHRR 40-075 — 40-100 [Reserved]

**Charges**

SHRR 40-105. WHERE TO FILE

SHRR 40-110. CONTENT AND BASIS OF CHARGES

be entered by the Division Director setting forth the terms of the agreement. Copies of such order shall be delivered to all affected parties.

- (4) **Retroactive PSST.** When an investigation results in a finding that the employer unlawfully withheld PSST accrual, use, and/or carry-over, the remedy for each employee may include but is not limited to:
- (a) Payment for 30 PSST hours, considered back pay as a condition of settlement in SMC 14.16.080 E, 14.16.080 I, for each year of noncompliance at the employee's rate of pay on the last day of each year of noncompliance, plus interest at a rate of 12 percent per annum computed monthly from the last day of each year of noncompliance;
    - i. **To calculate the equitable remedy,** OLS will adjust number of hours paid out annually using the most recent data regarding "the frequency of work-loss days" for adults aged 18 and over as published by the U.S. Department of Health and Human Services, Centers for Disease Control and Prevention (CDC), Summary Health Statistics for U.S. Adults.
  - (b) In addition to the wages owed for withheld PSST, each affected employee will receive access to accrued paid sick leave hours. If payroll records exist, this will involve calculation of the PSST hours that would have accrued for each year of noncompliance. OLS will subtract from the accrual the number of hours paid out and restore the remaining balance of PSST hours that each employee should have accrued. If the number exceeds carryover restrictions, or if payroll records do not exist, the employer shall restore the maximum amount of PSST hours that the employee could have accrued for the period of noncompliance minus carryover restrictions.

This remedy may be prorated for the length of noncompliance.

### **Remedy for the Use of Criminal History in Employment Decision Cases (JAO)**

In JAO cases, the exclusive remedy available under SMC 14.17.060 is a notice of infraction and offer of department assistance for the first violation; an order requiring the respondent to pay a monetary penalty of up to \$750, payable to the charging party, for the second violation; and a monetary penalty of up to \$1000, payable to the charging party, for each subsequent violation. In the event the Hearing Examiner (or panel majority) determines that a respondent has committed a violation of this chapter, the Hearing Examiner (or panel majority) may order the respondent to pay the Agency's attorney's fees in addition to a monetary penalty.





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# Summary Health Statistics for U.S. Adults: National Health Interview Survey, 2012



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Centers for Disease Control and Prevention  
National Center for Health Statistics



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Selected characteristic	Employed adults			All adults		
	All employed adults aged 18 and over	Work-loss days in the past 12 months <sup>1</sup>	Work-loss days per person	All adults aged 18 and over	Bed days in the past 12 months <sup>1</sup>	Bed days per person
	Number in thousands <sup>2</sup>		Mean (standard error)	Number in thousands <sup>2</sup>		Mean (standard error)
Total <sup>3</sup>	158,678	578,282	3.7 (0.14)	234,921	939,470	4.0 (0.15)
Sex						
Male	83,018	280,282	3.4 (0.19)	113,071	341,317	3.0 (0.18)
Female	75,659	298,000	4.0 (0.19)	121,850	598,153	5.0 (0.24)
Age (years)						
18–44	89,217	282,966	3.2 (0.16)	111,034	323,253	2.9 (0.18)
45–64	60,943	267,701	4.4 (0.27)	82,038	412,115	5.1 (0.30)
65–74	7,051	22,215	3.2 (0.48)	23,760	98,404	4.2 (0.39)
75 and over	1,468	*5,400	*3.8 (1.16)	18,089	105,698	6.0 (0.66)
Race						
One race <sup>4</sup>	156,010	562,572	3.6 (0.14)	230,994	912,218	4.0 (0.15)
White	127,719	460,394	3.6 (0.15)	188,261	727,211	3.9 (0.17)
Black or African American	17,983	75,365	4.2 (0.46)	27,943	140,161	5.1 (0.44)
American Indian or Alaska Native	1,211	*4,841	*4.0 (1.82)	1,916	13,661	7.4 (1.93)
Asian	8,844	19,776	2.3 (0.32)	12,542	30,696	2.5 (0.46)
Native Hawaiian or Other Pacific Islander	252	*2,196	*8.7 (2.92)	332	*488	1.5 (0.39)
Two or more races <sup>5</sup>	2,668	*15,710	*5.9 (1.81)	3,926	27,252	7.0 (1.57)
Black or African American, white	562	1,054	1.9 (0.36)	778	1,845	2.4 (0.64)
American Indian or Alaska Native, white	1,046	*10,589	*10.3 (4.49)	1,611	*18,259	*11.4 (3.53)
Hispanic or Latino origin <sup>6</sup> and race						
Hispanic or Latino	24,371	67,706	2.8 (0.21)	34,946	102,808	3.0 (0.24)
Mexican or Mexican American	15,568	43,803	2.8 (0.28)	21,741	62,389	2.9 (0.32)
Not Hispanic or Latino	134,306	510,575	3.8 (0.16)	199,974	836,662	4.2 (0.17)
White, single race	105,410	400,292	3.8 (0.17)	156,173	635,073	4.1 (0.20)
Black or African American, single race	17,238	70,106	4.1 (0.45)	26,961	137,326	5.1 (0.45)
Education <sup>7</sup>						
Less than a high school diploma	13,692	60,747	4.5 (0.63)	28,311	178,366	6.4 (0.55)
High school diploma or GED <sup>8</sup>	32,034	130,435	4.1 (0.32)	52,795	264,971	5.1 (0.36)
Some college	41,302	188,945	4.6 (0.29)	59,577	295,309	5.0 (0.34)
Bachelor's degree or higher	49,783	140,907	2.8 (0.20)	63,036	139,172	2.2 (0.15)
Family income <sup>9</sup>						
Less than \$35,000	38,404	148,866	3.9 (0.25)	74,224	457,747	6.2 (0.34)
\$35,000 or more	112,380	402,460	3.6 (0.16)	146,587	421,365	2.9 (0.15)
\$35,000–\$49,999	19,932	82,085	4.1 (0.39)	31,186	128,425	4.2 (0.44)
\$50,000–\$74,999	29,251	112,832	3.9 (0.36)	39,348	136,271	3.5 (0.32)
\$75,000–\$99,999	21,808	87,461	4.0 (0.42)	27,052	68,512	2.6 (0.30)
\$100,000 or more	41,389	120,081	2.9 (0.20)	49,001	88,157	1.8 (0.15)
Poverty status <sup>10</sup>						
Poor	14,862	50,840	3.4 (0.36)	30,576	214,319	7.1 (0.54)
Near poor	22,329	96,773	4.4 (0.41)	38,167	213,590	5.7 (0.49)
Not poor	111,643	389,845	3.5 (0.15)	147,021	412,247	2.8 (0.13)

See footnotes at end of table.