

## Benchmark Paid Sick Time FTEs

	Chicago, IL	St. Paul, MN	Seattle, WA	Washington, DC
<b>Staffing requirements to manage and enforce ordinance (year 1)</b>	3 FTEs (however these staff enforce 3 labor policies— minimum wage, wage theft, and paid sick days	1 FTE (reassigned staff)	1 FTE	2-3 FTEs
<b>What agency or official enforces the bill?</b>	Chicago Department of Business Affairs and Consumer Protection.	Saint Paul Department of Human Rights and Equal Economic Opportunity	Seattle Office of Labor Standards	Washington D.C. Department of Employment Services
<b>How is the policy enforced?</b>	<b>Employees have a private right to action.</b>	<b>Employees have a private right to action.</b> An employee or other person may report to the department any suspected violation of this chapter. Such reports may be filed only if the matter complained of occurred after the effective date of this chapter and within 365 days prior to filing the report. The director has sole discretion to decide whether to investigate or to pursue a violation of this chapter.	The Agency shall have the power to investigate any violations by any respondent. The Agency may initiate an investigation pursuant to rules issued by the Director including, but not limited to, situations when the Director has reason to believe that a violation has occurred or will occur, or when circumstances show that violations are likely to occur within a class of businesses because the workforce contains significant numbers of workers who are vulnerable to violations of this Chapter 14.16 or the workforce is unlikely to volunteer information regarding such violations. An investigation may also be initiated through the receipt by the Agency of a report or complaint filed by an employee or other person.	<b>Employees have a private right to action.</b> Employees may file a complaint with the Department of Employment Services in the form and manner prescribed by the Director of the Department. The Director shall review all complaints and shall investigate those complaints which the Director determines require investigation.

Late Backup