

WAGE CLAIMS ADJUDICATION UNIT
ANNUAL REPORT PURSUANT TO LABOR CODE SECTION 96.1

Calendar Year 2021

CALIFORNIA LABOR COMMISSIONER'S OFFICE

DEPARTMENT OF INDUSTRIAL RELATIONS



Executive Summary

The Division of Labor Standards Enforcement (DLSE), also known as the Labor Commissioner's Office is a division of the California Department of Industrial Relations (DIR). DLSE provides essential services to workers and employers in the State: adjudication of wage claims; inspections of workplaces; enforcement of prevailing wage rates and apprenticeship standards on public works projects; licensing and registration of certain businesses; investigations of retaliation complaints; criminal prosecution for wage theft; and, education of the public and businesses on labor laws.

The Wage Claims Adjudication Unit (WCA) accepts and adjudicates wage claims under Labor Code Section 98. WCA Deputy Labor Commissioners hold informal conferences between employers and employees to resolve wage disputes. If a matter cannot be resolved at the informal conference, an administrative hearing is held to make a final determination on the matter. There are 19 DLSE offices located throughout the State, from San Diego to Redding, and one Garment Enforcement Unit that specializes in investigating and adjudicating wage claims in the garment industry

Claims include, but are not limited to, unpaid minimum wages, unpaid overtime, denied meal and rest periods, late payment penalties, and paid sick leave, with a total of 28 categories of potential labor law violations in a wage claim. In calendar year 2021, the WCA Unit recovered \$39,826,743.09.

Increasingly, DLSE has gained authority to enforce claims against individuals that cause these violations as well as entities in a contracting chain who perpetrate wage theft. Due to these new legal protections, enforcement tools, and increased wage theft awareness by the public, WCA has seen tremendous growth in the complexity of claims and the number of parties added to complaints. In turn, this has increased the length of the wage claim process for thousands of California workers.

While the COVID-19 pandemic disrupted the lives of workers and businesses as well as introduced unprecedented challenges to effectively providing public services across government sectors, the WCA Unit has learned and adopted new ways to accommodate workers and employers in the wage claims process and continues to leverage resources to continue enforcing workplace protections.

Pursuant to Labor Code section 96.1, this report documents the wage claim adjudication process for calendar year 2021. The report also includes DLSE's major challenges, ongoing efforts and options to improve the state's wage claim process.

Under Labor Code section 96.1 the Division of Labor Standards Enforcement (DLSE), also known as the Labor Commissioner's Office, shall submit a report to the Department of Finance and the budget committees and relevant policy committees of the Legislature that includes the following information pertaining to the prior calendar year:

- (1) The number of wage claims submitted.
- (2) The number and type of alleged labor law violations in those claims.
- (3) The average estimated prehearing amounts of unpaid wages, penalties, and other demands for compensation, including, but not limited to, liquidated damages.
- (4) The total of unpaid wages, penalties, and other compensation, including, but not limited to, liquidated damages, agreed to in settlements enforceable by the Labor Commissioner.
- (5) The total of unpaid wages, penalties, and other compensation, including, but not limited to, liquidated damages, payable to aggrieved employees under orders, decisions, and awards issued during the reporting year pursuant to Section 98.
- (6) The total amount of wages, penalties, and other compensation, including, but not limited to, liquidated damages, arising from orders, decisions, and awards issued during the reporting year that remain unpaid.

In addition, the information provided above shall be broken down by industry sectors. The division shall also include in each annual report a discussion of the major challenges to adjudicating wage claims, ongoing efforts to address those challenges, and options to improve the state's wage claim process. A report to be submitted pursuant to this section shall be submitted in compliance with Section 9795 of the Government Code.

This report breaks down the required data elements into four sections documenting: 1) the number of wage claims and type of alleged labor law violations; 2) the average pre-hearing demands for compensation due in wage claims and total due from settlements among the parties; 3) the total amount of compensation due from orders, decisions, and awards issued by the Labor Commissioner and the amount outstanding; and 4) wage claim data broken down by industry sectors.

Finally, Section 5 discusses the challenges and ongoing efforts to address them with options to improve the wage claims process for the workers of California, and Section 6 contains tables of raw data on wage claims.

Section I

Number of Wage Claims Submitted and Types of Violations

The number of claims filed in 2021 total 18,609, an historically low number of claim filings compared to previous years. These claims allege a total of approximately 60,700 violations, including unpaid minimum wages, unpaid overtime, meal and rest break violations, and a significant number of claims alleging failure to provide paid sick leave.

The low number of claim filings is partly attributed to the COVID-19 pandemic, and the resulting public health concerns requiring the need for contactless services. As such, DLSE was required to create new paths for workers to access the wage claim process. In response to this need, in November 2021 DLSE launched its Online Wage Claim system resulting in an immediate increase in wage claims. DLSE projects that wage claims will surpass historical figures in 2022.

Summary wage claim data includes the following:

- The average number of alleged violations per wage claim was just over 3.25 in 2021.¹
- Of the 28 categories of violations, nearly 60% of violations alleged in the claims received fell into four (4) categories: willful or intentional violations, liquidated damages for failing to pay minimum wages, a failure to pay wages per a contract, and waiting time penalties
- The most frequently alleged category of violations in wage claims was waiting time penalties, with a total of 12,463 violations alleged, accounting for approximately 21% of all violations.

For a breakdown of all categories of violations to be found in wage claims and total number of violations alleged per category, please see the tables in Section VI of this report.

¹ Each wage claim may contain multiple violations.

Section II

Average of Pre-Hearing Wages Due and Total Wages Agreed to in Settlements

This section provides the average pre-hearing amount of unpaid wages being sought for wage claims in 2021, and the total amount of unpaid wages agreed to in settlements enforceable by the Labor Commissioner. In addition to wages, these amounts include penalties, other demands for compensation, and liquidated damages. It should be noted that settlements reached in 2021 include settlements of claims filed in prior years. In addition, the amount of wages sought in a particular claim is a figure that is entered and updated at various phases of the claim process and is subject to change while the claim is ongoing.

Summary data for 2021 include:

- The total compensation demanded in all wage claims received in 2021 was \$334,085,805, and the average per claim was \$17,953.
- Total wages agreed to in settlements during calendar year 2021, and enforceable by the Labor Commissioner, was \$17,957,819.

Section III

Total Compensation Found Due and Amounts Remaining Unpaid

When parties to a wage claim are unable to effectuate a settlement, the process allows for a formal hearing in front of a Deputy Labor Commissioner on the merits of the claim. After a formal hearing, a written determination is issued on the claim, which includes total amounts due and penalties, if any. These determinations are known as Orders, Decisions, or Awards (ODAs) under authority of the Labor Commissioner and are enforceable through the courts.

Pursuant to Labor Code sections 96.1(a)(5) and 96.1(a)(6), total amounts due and amounts remaining unpaid pursuant to an order, decision or award, are as follows:

- Total found payable to employees in 2021 was \$41,811,439.
- Total interest on amounts due to employees for ODAs issued in 2021 is \$5,357,951.
- Total payments made for amounts found due in 2021 are \$7,717,807, and outstanding amounts due to workers totals \$34,093,632.

Section IV

Wage Claim Data by Industry Sectors

In order to track data by industry sector, DLSE utilizes the North American Industry Classification System (NAICS) and identifies business establishments by type of economic activity. In addition to industry sector data, NAICS data is specific to industry subsectors in the United States.

The data presented below is from industries with the highest levels of wage claims and overlaps with industries prioritized by the Labor Commissioner for enforcement and compliance. Additional data is available upon request.

Top Industry wage claim data:

- Construction, Full-Service Restaurants and Retail stores were the top three industries with a total of 4,211 wage claims, representing 23% of all wage claims statewide in 2021.
- General Hospital and Home Health Care Services represented 9% of all wage claims with 1,756.
- Agriculture and Security Guard and Patrol Services had 663 and 558 wage claims, respectively, for a total of 7% of wage claims statewide.
- The construction industry had the highest pre-hearing average of wages sought per claim of \$29,194, eclipsing the average of all claims statewide by over \$11,000.

The following information highlights wage claim data from five select industries: Agriculture, Construction, Home Health Care, and Retail/Restaurants. For a more detailed breakdown of wage claim data by industry, please see the attached tables at the end of this report.

Note that the summary information below uses estimates based on the average number of violations found in all wage claims. (See Section I.)

Select Industry Data Highlights

- Of the five industries examined (Agriculture, Construction, Home Health Care, and Retail/Restaurants), the estimated number of violations in wage claims was 18,222, or approximately 30% of the 60,700 violations in wage claims
- The industries examined account for 5,607 wage claims, or approximately 30% of the 18,700 wage claims filed statewide in 2021.
- The average pre-hearing amounts sought in wage claims in these industries was \$17,970, compared to \$17,953 statewide.

The complete list of data required by statute is contained in the tables in Section VI for the five industries examined.

Section V

Discussion of the major challenges to adjudicating wage claims

I. Delays caused by increased/increasing claim complexity and growth in claim filings

Over the past several years, wage claims have gotten more complicated due to an increase in the number of labor laws that the DLSE enforces, including many that are complex in nature, which have resulted in processing time delays. For example, Labor Code sections 2810.3, 238.5, and 558.1 have granted the Division the authority to hold individuals, or up-the-chain entities, accountable for the payment of wages, giving the DLSE more robust enforcement authority. While this has enhanced the DLSE's ability to enforce the laws that protect workers' rights and level the playing field among employers, which is consistent with the Division's mission to put wages in workers' pockets, it also requires deputies to engage in additional investigation and research to frame complaints and be able to include these additional liabilities. It also requires additional time to correspond and/or interact with more parties, witnesses, and representatives during conferences and hearings, as well as through the course of the case investigation.

Delays due to increasing complexity are further projected to be compounded by growth in the number of claims, with more than 70% of claims now being filed online.

II. COVID-19 challenges

The COVID-19 pandemic aggravated the WCA Unit's delays because it required a shift to remote operations that also resulted in rescheduled and/or postponed settlement conferences and hearings in order to accommodate parties and ensure that due process safeguards were being observed. Additionally, sudden closures, and employees being out of the office due to ongoing positivity rates, affected the operations in DLSE offices as well as staff capacity.

In addition, DLSE expedited the processing of claims alleging failure to provide paid sick leave and COVID-19 supplemental paid sick leave in order to alleviate the public health concern through recovery of wages due and education to employers. In addition, DLSE implemented a policy of reopening cases where a worker may have failed to pursue their claim for reasons related to COVID-19. DLSE also rescheduled conferences and hearings for workers unable to attend these meetings due to COVID-19 reasons.

These policies and practices, while giving workers the opportunity to effectively participate in the claim process, and prioritizing COVID-19-related claims, negatively affected delays on average.

Delays were further compounded by hiring challenges and attrition.

III. Hiring and Recruitment Challenges

Since 2020 to present, the DLSE has experienced turnover of deputies and hearing officers similar to losses experienced by many employers during the COVID-19 pandemic across the nation. For context, the Division has lost 20 hearing officers during the course of Fiscal Year (FY) 2020-2021, which has affected hearing operations. However, the DLSE prioritized hiring and managed to backfill and/or hire 20 hearing officers during FY 2020-2021.

Moreover, DIR lost its hiring authority in 2019, which was subsequently reinstated on May 1, 2021. This loss of hiring authority had a significant impact on the Division's ability to hire staff even before the pandemic began.

- **Loss of Exam Delegation.** In 2017, DIR lost exam delegation authority initially for 2 years; however, due to the loss of hiring delegation in April 2019, DIR did not regain exam delegation authority until May 2021. This meant DIR lacked authority to directly oversee any civil service examinations and relied on CalHR to perform this role.
- **Loss of Hiring Authority Delegation.** In 2019, DIR lost hiring delegation for all Civil Service appointments and CEA (executive level) exams as a result of a California State Auditor/State Personnel Board (SPB) investigative audit. All appointments required CalHR approval.
- **Hiring Freeze.** DIR was not allowed to make any hires from April 2019 to mid-August 2019 while investigations were underway.

SPB reinstated DIR's hiring and appointment delegation on March 4, 2021, as well as its examination delegation on May 1, 2021, after successfully completing a corrective action plan overseen by SPB and CalHR.

In addition to the challenges associated with vacancies, ongoing turnover and mass hiring efforts contribute to delays due to the steep learning curve for staff who are required to learn the technical and substantive policies and procedures in order to effectively handle their role in processing and/or adjudicating claims. As such, this learning curve has contributed to backlogs.

IV. Ongoing Efforts To Address Challenges, And Options To Improve The State's Wage Claim Process

Remote/Hybrid Assistance

In 2020, the WCA Unit began conducting conferences and hearings virtually. In 2022, it continued to refine operations by creating and implementing additional procedural guidelines for conducting conferences and hearings remotely.

As California moved forward with reopening amidst the COVID-19 pandemic, the DLSE assembled a Reopening Working Group to identify employee and public concerns in anticipation of reopening its offices on September 7, 2021, and provide training and the necessary supplies to safeguard staff by mitigating as much as possible risk of exposure for staff and the public. The DIR Labor Relations Office has contributed to the solution by providing training on COVID-19 Prevention Policies, as well as ongoing training for Rank-and-File employees and Supervisors on COVID-19. In September 2021, the WCA Unit began conducting in-person conferences and hearings in addition to continuing to offer virtual options to workers and employers.

Although in-person operations have resumed, the DLSE continues to leverage resources by holding conferences and hearings remotely, which allows the Division to shift certain aspects of the WCA Unit's workload across the state in order to balance workloads, address hiring challenges, and manage backlogs.

In 2022, the DLSE launched two pilots to address wage claim processing times – Low Wage Industry Claim Prioritization and Concentrated Conferences.

In the Low Wage Industry Claim Prioritization pilot, claims in low-wage industries given priority when claims are assigned to deputies. Priority case assignments and industries are aligned with enforcement priorities. This pilot initiative is being worked on by a group of DLSE district offices operating as a cohort, where the work is distributed equally among a cohort thereby maximizing capacity to process claims. The aim is to leverage resources and equalize wait times while prioritizing assistance to workers in industries where wage theft tends to be more rampant.

In the Concentrated Conferences pilot, less complex claims are scheduled for a conference. Conferences are scheduled and held within condensed time periods, consecutively and/or simultaneously, with remote assistance from deputies in different locations. The WCA Unit projects that this effort will result in an increase of settlement activity of at least 50%.

In addition, the WCA Unit enlisted the help of Retired Annuitants and implemented a volunteer overtime program with the aim of alleviating lengthy wait times in the claims process and hiring challenges.

Hiring and Recruitment

Hiring and recruitment is the DLSE's top priority. Recruitment prioritizations include hiring of Deputy Labor Commissioner I and Deputy Labor Commissioner II (Hearing Officers) classifications, as well as hiring Industrial Relations Representatives to assist workers in building claims at the onset of the claim process. In addition, DLSE has prioritized hiring Office Technicians to facilitate docketing of claims and to prepare and serve notices of claims and notices of hearings.

DLSE has focused resources on hiring by redirecting staff to act as hiring liaisons to coordinate recruitments and submit hiring requests. In addition, the DLSE has implemented the use of hiring panels to streamline the process for hiring, including conducting interviews for the same classification in multiple locations.

DLSE further requested authorization to create a team of three additional analysts led by a Staff Services Manager. This team would implement system improvement reforms for all programs and serve as liaisons to explain the hiring and recruitment processes.

Additionally, the DLSE also engages in targeted recruitment through career fairs and has expanded its reach via social media and stakeholders in order to publicize current job openings. Increasingly, DLSE works with community based organizations to amplify recruitment and is in the process of building a recruitment pipeline with UCLA Labor Center and other educational institutions and labor centers.

In 2021, the WCA Unit hired 20 Hearing Officers and 28 Deputy Labor Commissioners (DLC). DLSE expects significant hiring activity in 2022. The WCA unit received 23.5 positions in the 22/23 fiscal year with the approval of the Budget Act, and an additional 16 positions were added in the 23/24 fiscal year from a previous Budget Change Proposal, for a total of 39.5 new positions in that unit over the next two fiscal years.

Options to improve the wage claim process

I. Other efficiency/improvement measures

The DLSE is also using Senate Bill (SB) 115 funding to build capacity through training in negotiation and mediation. Such training efforts create process efficiencies in that team members are better equipped to confidently investigate claims by applying relevant negotiation and mediation techniques, as well as Trauma-Informed (TI) strategies, resulting in meaningful outcomes for workers. An initiative to become TI was launched in 2020. Trauma Informed is a perspective that recognizes trauma and commits to ending trauma and facilitating healing. TI provides an important skill set for DLSE staff to manage internal challenges, and those with the public, more effectively through communication and compassion. TI training sessions were provided to 200 team members in addition to small group discussions. This effort will expand the DLSE's reach to vulnerable populations and create an internal work environment that promotes wellbeing while accomplishing the division's mission.

In 2021 DLSE implemented a pilot program where the Legal Unit trained and worked closely with district office team members in the WCA Unit to review claims in target industries and apply enforcement tools relevant to those industries. Rough data found that claims where additional defendants were named were more likely to recover owed wages. In 2022, DLSE has expanded this program to include other offices. Attorneys, managers and deputies are being trained to review claims early and work with claimants to apply these tools. This strategy has demonstrated that those claims where all responsible parties are named are more likely to be resolved and result in payment.

The WCA Unit has further redirected resources to create a training section that will facilitate the onboarding of all new hires and to ensure that procedural and substantive learning takes place immediately, and is consistent with all policies and procedures. The training section will streamline new employee training as the WCA Unit hires more team members and in anticipation of additional hiring.

WCA has also developed expectations and best practices - setting quantitative and qualitative standards for number of conferences and hearings to be scheduled and timing to hold these, as well as best practices for efficiently conducting these while maximizing enforcement. These instructions are under review and will be launched in 2022. The training section will reinforce these expectations.

In conclusion, the DLSE continues implement process efficiencies to tackle length of process, including but not limited to delivering ongoing training to expand capacity and help workers build robust claims that will result in meaningful enforcement and recovery of wages.

The remainder of this report summarizes data for 2021 with respect to claim filings by type of claim and type of industry.

Section VI

Raw wage claim data.

Information regarding wage claims filed statewide in 2021

Total Number of Wage Claims Submitted in 2021	18,609
Number and Type of Alleged Labor Law Violations in those Claims ²	
Waiting Time Penalty	12,463
Regular Wages/Above Minimum Wages	9,408
Liquidated Damages: Failure to Pay Minimum Wages; Failure to Pay Overtime Wages	8,322
Late Payroll Initial or Inadvertent Violation: Penalty	1,924
Late Payroll Willful or Intentional Violation	4,707
Late Payroll Subsequent Violation: Penalty	710
Rest Period Premium Wages	2,696
Meal Period Premium Wages	2,503
Overtime/Double-Time	3,851
Paid Sick Leave; PSL: Other Harm or Violation; PSL: Additional Sum Due for Violation	4,529
Vacation Wages	2,017
Unreimbursed Business Expenses/Mileage/Reasonable Costs	1,910
Commission Wages	788
Access to Payroll Records: Penalty	766
Access to Personnel Records: Penalty	608
Insufficient Funds Penalties	681
Unlawful Deductions	540
Unlawful Tip Deductions	212

² Number and type of violations are a snapshot as of July 8, 2022. Data on violations is entered at various phases of the claims process and is subject to change while the process is ongoing.

Piece Rate Wages	456
Piece Rate Worker: Separate Compensation for Nonproductive Time	40
Piece Rate Worker: Separate Compensation for Rest Periods	10
Production Bonus	406
Minimum Wages	429
Reporting Time Pay	325
Holiday Pay	233
Split Shift Premium Wages	89
Severance Pay	65
Heat Recovery Period Premium Wages	12

Number of Claims Filed By Industry Sector in 2021 ³	
Retail Stores	
Includes: All Other Miscellaneous Store Retailers (except Tobacco Stores); Supermarkets and Other Grocery (except Convenience) Stores; All Other General Merchandise Stores; Department Stores Pharmacies and Drug Stores; Warehouse Clubs and Supercenters; Cannabis Retail; Family Clothing Stores; Automotive Parts and Accessories Stores; All Other Miscellaneous Store Retailers; Cosmetics, Beauty Supplies, and Perfume Stores; Beer, Wine, and Liquor Stores; Hardware Stores; Miscellaneous Store Retailers; Grocery Stores; Convenience Stores; Furniture Stores; Jewelry Stores; and Other Clothing Stores.	1,521
Full-Service Restaurants	
Includes: Restaurants and Other Eating Places; Limited Service Restaurants; Snack and Nonalcoholic Beverage Bars; and Food Services and Drinking Places.	1,445
Construction	
Includes: Commercial and Institutional Building Construction; Painting and Wall Covering Contractors; Residential Building Construction; Non-Residential Building Construction; Foundation, Structure, and Building Exterior Contractors; Drywall and Insulation Contractors; Landscaping	1,245

³ Top 10 Industry categories identified.

Services; Plumbing Heating, and Air-Conditioning Contractors; Electrical Contractors and Other Wiring Installation Contractors; and Roofing Contractors.	
General Medical and Surgical Hospitals	
Includes: Offices of Physicians (except Mental Health Specialists); Hospitals; Offices of Physicians; Medical Laboratories; All Other Miscellaneous Ambulatory Health Care Services; Offices of Physicians, Mental Health Specialists; Medical and Diagnostic Laboratories; Residential Mental Health and Substance Abuse Facilities; Offices of Optometrists; Offices of Physical, Occupational and Speech Therapists, and Audiologists; and Outpatient Mental Health and Substance Abuse Centers.	983
Home Health Care Services	
Includes: Nursing Care Facilities; Assisted Living Facilities for the Elderly; Other Residential Care Facilities; Services for the Elderly and Persons with Disabilities; and Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly.	733
Agriculture	
Includes: Farm Labor Contractors and Crew Leaders; Farm Management Services; All Other Crop Farming; and All Other Miscellaneous Crop Farming.	663
Transportation (not including Air Transportation)	
Includes: Truck Transportation; General Freight Trucking; Specialized Freight Trucking, Local and Long Distance; Port Freight Trucking; Transit and Ground Passenger Transportation; and Transportation and Warehousing.	616
Security Guards and Patrol Services	
Includes: Investigation and Security Services; Investigation, Guard, and Armored Car Services; and Security Systems Services.	558
Employment Placement Agencies	
Includes: Temporary Help Services; Employment Services; and Employment	552

Placement Agencies and Executive Search Services.	
Motion Picture and Video Production	
Includes: Motion Picture and Video Production; Motion Picture and Video Industries; Other Motion Picture and Video Industries; Television Broadcasting; and Internet Publishing and Broadcasting and Web Search Portals.	457
Additional data	
The average estimated prehearing amounts of unpaid wages, penalties, and other demands for compensation, including, but not limited to, liquidated damages in 2021.	\$ 17,952.92 ⁴
The total of unpaid wages, penalties, and other compensation, including, but not limited to, liquidated damages, agreed to in settlements enforceable by the Labor Commissioner in 2021.	\$ 17,957,819.16 ⁵
The total of unpaid wages, penalties, and other compensation, including, but not limited to, liquidated damages, payable to aggrieved employees under orders, decisions, and awards issued pursuant to Section 98 in 2021.	
Total amount Payable to Employee(s)	\$41,811,439.21
Total Interest Balance Due	\$5,357,950.69
The total of unpaid wages, penalties, and other compensation, including, but not limited to, liquidated damages, arising from orders, decisions, and awards issued in 2021 that remain unpaid. ⁶	
Total Paid by Defendants	\$7,717,807.22
Balance Due to Employee(s)	\$34,093,631.99

⁴ \$334,085,804.74 Total Pre-Hearing Amount ÷ 18,609 Total Number of Wage Claims Submitted.

⁵ \$17,957,819 includes amounts paid on settlements in 2021, which may include settlements on claims filed in 2021 or in years prior. The total amount of payments processed by the WCA Unit in 2021 was \$39,449,710.17, which includes amounts paid in settlements, conceded wages, payment of awards and/or any other money transacted through DLSE, which may include payments on claims filed in 2021 or in years prior.

⁶ The Balance Due to Employee(s) is a total sum of all Order, Decision or Awards where the Division does not have record of receiving payment from the Defendant(s). However, it should be noted that this data does not account for ODAs/judgments that might have been paid partially or in full outside the Division's process through collection agencies, legal assistance, and/or party-to-party direct payments.

Industry Specific Wage Claim Data

Industry	No. of Claims	Estimated # of Violations*	Average Pre-Hearing Amounts Sought in Claims
Agriculture	663	2155	\$18,251
Construction	1245	4046	\$29,194
Home Health Care	733	2382	\$8,030
Retail	1521	4943	\$18,239
Restaurants	1445	4696	\$16,138

*This figure is an estimate based on the average of 3.25 labor law violations per wage claim in 2021 as discussed in Section I above.

Industry	Total Compensation Settlements Due	Compensation Due Order, Decision, Award (ODA)	Interest on ODAs	ODAs Remaining Unpaid
Agriculture	\$536,309	\$1,301,720	\$91,276	\$1,098,998
Construction	\$1,575,154	\$4,895,450	\$512,082	\$432,4317
Home Health Care	\$324,058	\$794,487	\$172,605	\$707,550
Retail	\$1,802,931	\$2,515,770	\$348,229	\$1,766,248
Restaurants	\$1,699,968	\$5,478,120	\$794,307	\$4,832,825