LIVE ENTERTAINMENT WORKERS: Know Your Rights

As a Live Entertainment Worker, you have rights at work.

**RESOURCES & CONTACTS**

Call the Live Entertainment Hotline at **1-888-503-7380** for help or to make a complaint (complaints can be anonymous).

- Call **211** for connections to Health & Social Services resources
- Call **Lines for Life 988** – suicide lifeline 24/7
- National Human Trafficking Hotline – **1-888-373-7888**
- Liquor license violations – [Oregon Liquor Control Commission](https://www.oregon.gov/dps/liquor/1-800-452-6522)
- Workplace safety & health issues – [Oregon OSHA](https://www.oregon.gov/dps/1-800-922-2689)
- Injured worker rights & benefits – [Workers’ Comp](https://www.oregon.gov/dps/1-800-452-0288)
- Minimum wage, overtime, unpaid wages, unlawful deductions, rest and meal periods, working conditions, employment discrimination and harassment, or employment status – [Oregon Bureau of Labor and Industries](https://www.oregon.gov/boli/1-888-503-7380)

**Are you an employee or independent contractor?**
The rights you have depend on your employment status.

**EMPLOYEE**

You are likely an **employee** if you:

- Work as directed by your employer, who controls how, when, and where you do work
- Are hired to work on a continuing or indefinite basis
- Perform work for a wage, salary, or other type of compensation in amounts set by the employer

**PROTECTIONS FOR EMPLOYEES**

- Minimum wage, overtime, sick time, meals and breaks
- Protections against retaliation
- Protections against sexual harassment and discrimination
- Protected family and medical leave

Learn more: [https://www.oregon.gov/boli/workers/pages/your-rights-at-work.aspx](https://www.oregon.gov/boli/workers/pages/your-rights-at-work.aspx)

**INDEPENDENT CONTRACTOR**

You are likely an **independent contractor** if you:

- Can decide yourself how/when you work and how much you charge
- Provide services for a specific period of time rather than on an open-ended basis
- Could see a profit or a loss
- Make personal investments, like buying equipment, renting a salon chair, or paying for business expenses or labor

**PROTECTIONS FOR INDEPENDENT CONTRACTORS**

Independent contractors must enforce the terms of their agreements with businesses (including payments and services) in civil court.

Learn more: [https://www.oregon.gov/ic/independent/Pages/default.aspx](https://www.oregon.gov/ic/independent/Pages/default.aspx)

**CONTACT US**

If your employer isn’t following the law or something feels wrong, give us a call. Oregon Bureau of Labor and Industries is here to enforce these laws and protect you.

**Call:** 971-245-3844  **Email:** BOLI_help@boli.oregon.gov  **Web:** [oregon.gov/boli](https://www.oregon.gov/boli)  **Se habla español.**