

23  
24

# 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 1-800-452-6522**
- Workplace safety & health issues – **Oregon OSHA 1-800-922-2689**
- Injured worker rights & benefits – **Workers' Comp 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, 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>



### 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>

## 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](mailto:BOLI_help@boli.oregon.gov)  
Web: [oregon.gov/boli](http://oregon.gov/boli) Se habla español.

