

Workers' Comp and Safety in the Exotic Dancing Industry

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Today's topics

- Workers' compensation
 - Covered workers or independent contractors
 - Accounts and claims data
- Workplace safety and health
 - Requirements
 - Inspections and violations data



Independent contractors or covered workers

- Every worker presumed covered for workers' compensation – unless exempted in law.
- Independent contractors must meet all elements of 6-part test to prove they're a distinct and separate business.



Exotic dancers are covered workers

- Areas where dancers may meet the 6-part test:
 - May have a business license.
 - Work for multiple employers.
- 6-part test not met if employer:
 - Controls the schedule and shifts.
 - Controls or directs attire.
 - Has ability to discipline dancers.



Workers' compensation data

- 17 employer accounts
- 68 claims from exotic/adult dancers since 2000
- Frequent types of claims:
 - Mostly muscle strains and slips/trips/falls
 - Small number from other causes: broken glass, falling table, fights/assaults



Safety and health requirements

- Safety and health standards apply to all employers.
 - L&I has rules for hazards that exist across many industries, such as lighting levels.
- Employers must provide a safe and healthful workplace.
 - Address recognized hazards specific to the workplace not covered by a specific rule.



Safety and health

- L&I does about 4,500 safety inspections per year across all industries.
- L&I responded to 5 exotic-dancing-related safety complaints/referrals over past 10 years.
 - Low-severity interventions handled by phone/fax.
 - No violations were issued.
- No fatalities or hospitalizations within L&I jurisdiction.



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