

**STATE OF MONTANA  
OFFICE OF THE GOVERNOR  
EXECUTIVE ORDER No. 10-2018**

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**EXECUTIVE ORDER CONTINUING THE EQUAL PAY  
FOR EQUAL WORK TASK FORCE**

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**WHEREAS**, 60 percent of Montana women are in the labor force, making up an essential part of Montana's economy;

**WHEREAS**, nationally women earn 73.5 percent of men's median earnings;

**WHEREAS**, in Montana, women workers earn 68 percent, putting Montana in 39<sup>th</sup> place for gender equity in the workforce;

**WHEREAS**, when considering full-time workers only, Montana women earn 74 percent of the median earnings of Montana men, placing Montana 44<sup>th</sup> in pay equity for full-time workers;

**WHEREAS**, Montana women are grossly underrepresented in high-paying fields traditionally dominated by male workers;

**WHEREAS**, institutional and cultural barriers have been identified as factors that contribute to the wage gap in Montana and the country as a whole;

**WHEREAS**, narrowing the wage gap for Montana women will boost their earning potential, strengthen Montana working families and protect them from poverty, and open opportunities for a whole new generation of women in the workforce;

**WHEREAS**, it is the duty of the Governor of the State of Montana to support and foster economic growth in Montana; and

**WHEREAS**, it is appropriate and beneficial to continue the Governor's Equal Pay for Equal Work Task Force ("Task Force").

**NOW, THEREFORE, I, STEVE BULLOCK**, Governor of the State of Montana, by the authority vested in me under the Constitution and the laws of the State of Montana, do hereby continue the Governor's Equal Pay for Equal Work Task Force.

**PURPOSE**

The purpose of the Task Force is to promote resources, educate and support Montana businesses as they work to address Montana's pay gap. The Task Force will gather information, furnish advice, and provide the Governor recommendations on policies and actions to ensure that Montana workers earn equal pay for equal work, regardless of gender, so that Montana becomes

an equal pay leader state that sets national standards for public-private policy partnerships on closing the wage gap.

## **DUTIES**

1. Review and disseminate solutions to the magnitude, causes, and consequences of the wage gap in Montana by age, sector, education level, and location.
2. Promote education and training opportunities for businesses and women to:
  - a. address any real pay gaps by committing to audits and incremental improvements to end pay disparity;
  - b. incorporate best practices for workforce retention through inclusive programs;
  - c. provide support to women and families to fully participate in the workforce in meaningful and practical ways; and
  - d. receive training, professional development, and promotional opportunities.
3. Research, inquire, study, and provide the state of Montana with strategic solutions to address the intersecting concerns of the wage gap with imminent workforce shortages, and support businesses that support women and families in their pursuits of supportive work environments, flexible schedules, family leave, entrepreneurial opportunities, and any other means to equal pay.

## **COMPOSITION AND ORGANIZATION**

1. The Task Force members shall be appointed by and serve at the pleasure of the Governor.
2. The Governor shall appoint the Director of the Department of Commerce and the Commissioner of Labor and Industry to co-chair this Task Force.
3. The Task Force shall be comprised of 10-20 members, representing broad geographic areas.
4. The Task Force members shall be appointed from the following categories:
  - a. business;
  - b. non-profit;
  - c. labor/workers;
  - d. higher education;
  - e. state agency directors;
  - f. economic development;
  - g. tribal officials; and
  - h. elected officials.
5. The Task Force may establish procedural bylaws to aid it in the performance of its duties.
6. The Task Force may establish subcommittees comprised of members of the Committee to aid it in the performance of its duties.

7. The Task Force is attached to the Department of Commerce for administrative purposes. The Director of the Department of Commerce shall enlist staff to provide assistance to the Task Force.
8. The Task Force may request consultation, information, and technical expertise from Directors or their designees of state agencies, including but not limited to, the members of the Montana legislature, the Department of Labor and Industry, the Department of Administration, the Department of Commerce, the Department of Public Health and Human Services, the Office of the Commissioner of Higher Education, the Office of Public Instruction, and the Board of Public Education, regarding equal opportunity policies and initiatives, educational opportunities to promote women in the workforce, institutional barriers to equal pay for equal work, and other relevant issues.
9. The Task Force may request comments, information, and technical expertise from such other sources as it deems necessary, including universities, federal agencies, and members of the public.

### COMPENSATION

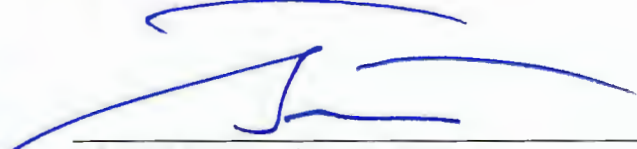
Council members shall be eligible for compensation under section 2-15-122(5) MCA, and shall be compensated in an amount to be determined by the Director of the Department of Commerce, but only for each day in which the member is actually and necessarily engaged in the performance of Task Force duties. All Task Force members shall be reimbursed for travel expenses pursuant to section 2-15-122(5), MCA.

### DURATION

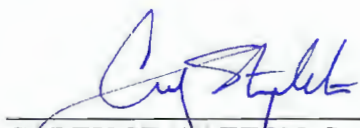
This Order is effective April 10, 2018, and the Task Force shall expire or be renewed by April 10, 2020.



GIVEN under my hand and the GREAT SEAL of  
the State of Montana this 29<sup>th</sup> day of  
March 2018.

  
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STEVE BULLOCK, Governor

ATTEST:

  
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COREY STAPLETON, Secretary of State