

**STATE OF MONTANA  
OFFICE OF THE GOVERNOR  
EXECUTIVE ORDER NO. 02-2016**

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**EXECUTIVE ORDER CONTINUING THE  
INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN (ICCW)**

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**WHEREAS**, the Constitution of the State of Montana prohibits the State or any person from discriminating against any person in the exercise of this or her rights on account of gender; and

**WHEREAS**, Montana state government is committed to its leadership role in the establishment of policies of nondiscrimination and equal employment opportunity; and

**WHEREAS**, while women have made extraordinary strides in improving employment opportunities and economic independence in Montana, despite the passage of the Equal Pay Act, women have only closed the wage gap by 18 cents since 1970; and

**WHEREAS**, it is necessary to be vigilant in examining and eradicating the legal economic and social barriers that impede women from obtaining the same economic opportunities as men; and

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

**WHEREAS**, it is very important to have a Governor's committee dedicated to identifying and improving state government to end economic and institutional barriers for women and fulfill equal employment opportunity in Montana state government;

**NOW, THEREFORE, I, STEVE BULLOCK**, Governor of the State of Montana, by the authority vested in me by under the laws and Constitution of the State of Montana, do hereby continue the Interagency Committee for Change by Women.

**PURPOSE**

ICCW exists to create positive change for all state employees by promoting the full participation of women in state government.

**DUTIES**

1. Research and review topics regarding classification equity for all state employees.
2. Coordinate education opportunities for state employees including, but not limited to:
  - a. mentoring opportunities for state employees
  - b. Coordinating educational seminars and provide information for state employees

3. Recognize leaders in the State, Private and Public Sectors for helping women advance in the workplace with the Excellence in Leadership Awards.
4. Organize the Annual "Take Your Kids to Work Day" for state employees
5. Track legislation that impacts the ICCW mission and family interest of state employees
6. Coordinate and share reports and information with the Governor's Equal Pay for Equal Work Task Force, on equal pay issues as they relate to the state of Montana's employees.

### **COMPOSITION AND ORGANIZATION**

1. Each agency director will appoint representatives and an alternate representative, as outlined in Section 2, to the Committee. Representatives and alternates shall be allowed work time to attend committee meetings and attend to activities related to service, in coordination with their supervisors and unless pressing agency needs dictate otherwise.
2. Each state agency shall have a minimum of one voting representative and at least one alternate, appointed by the agency director. The quantity of agency representatives will be based on overall agency personnel to include:
  - a. Agencies of less than 500 employees will have (1) voting member and (1) alternate
  - b. Agencies with 500-1,000 employees will have (2) voting members and (1) alternate
  - c. Agencies with 1,000-1,500 employees will have (3) voting members and (1) alternate
3. Agency representatives shall be appointed for two-year terms.
  - a. Agencies and offices not under the jurisdiction of the Governor shall be invited to participate as outlined in Section 2.
  - b. These state agency members make up the ICCW Committee of the Whole.
  - c. Elected officers are immediately given voting privileges and do not count against an agency's voting members, as defined in Article III, Section 1.
4. Officers will be elected by the committee on an annual basis

### **COMPENSATION AND REIMBURSEMENT**

ICCW members will be considered on work-time when attending meetings and ICCW sponsored events for up to 8 hours a month for officers and 4 hours a month for members. If an officer or member needs to spend more than the allotted 8/4 hours a month on an ICCW project or event, they must have prior approval from their supervisor to do so.

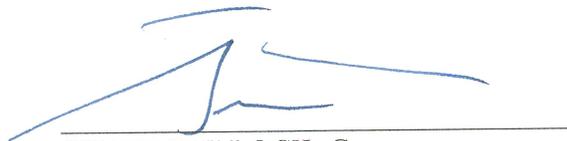
1. Two elected officers must sign an ICCW check for the purposes of payment or reimbursement to an individual.
2. An individual seeking reimbursement from ICCW cannot be one of the two elected officers signing the check. The Treasurer must be one of two people signing the check, unless it is the Treasurer being reimbursed.

3. All subcommittee anticipated expenses must receive pre-approval prior to making purchases.

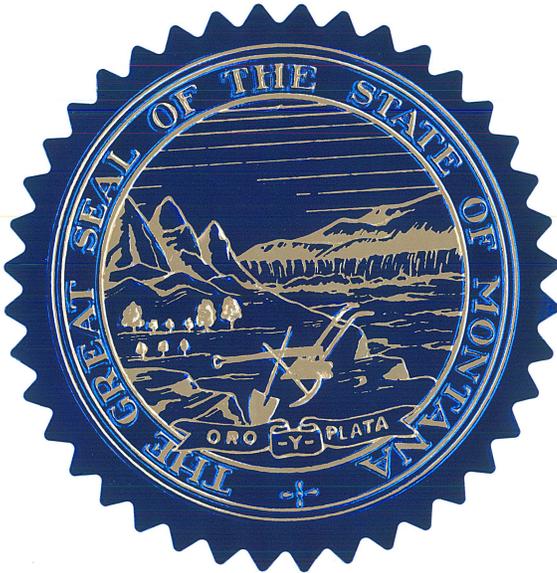
**DURATION**

This Order is effective October 10, 2015 and will expire or be renewed by October 1, 2017.

GIVEN under my hand and the Great Seal of the State of Montana, this 7<sup>th</sup> day of September, 2016.



STEVE BULLOCK, Governor



ATTESTED:



LINDA McCULLOCH, Secretary of State