STATE OF MONTANA
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER No. 5-2013

EXECUTIVE ORDER ESTABLISHING AN EQUAL PAY PLAN FOR EQUAL WORK TASK FORCE

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

WHEREAS, nationally women earn 71.5% of men's median earnings;

WHEREAS, in Montana, women workers earn 67.1%, putting Montana in 39th place for gender equity in the workforce;

WHEREAS, when considering fulltime workers only, Montana women earn 74.2% of the median earnings of Montana men, placing Montana 43rd in pay equity for fulltime workers;

WHEREAS, despite the passage of the Equal Pay Act, women have only closed the wage gap by 18 cents since 1970;

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

WHEREAS, institutional and cultural barriers have been identified 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 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 and his appointed Commissioner of Labor and Industry to support and foster economic growth in Montana;

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

PURPOSE

1. The purpose of the Task Force is to gather information, furnish advice, and provide the Governor recommendations on policies and actions to insure 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. Study the magnitude, causes, and consequences of the wage gap in Montana by age, sector, education level, and location.

2. Develop a pay equity self-audit for public and private employers to study and address their own pay equity issues. Lead by example by conducting a state employee workforce audit, making recommendations that ensure pay equity in state agencies and public contractor companies.

3. Promote education and training opportunities for women to
    a. Increase their participation in traditionally male occupations
    b. Learn to advocate for their own salary and benefits
    c. Increase their own promotion opportunities

4. Gather public input for policy development that will address the wage gap by
    a. Ending pay discrimination
    b. Supporting a healthy and productive work-life balance
    c. Encouraging women to pursue traditionally male-dominated careers

COMPOSITION AND ORGANIZATION

5. The Task Force members shall be appointed by and serve at the pleasure of the Governor until November 1, 2014.

6. The Governor shall appoint the Commissioner of the Department of Labor and Industry and the Director of the Department of Administration to co-chair this Task Force.

7. The Task Force shall be comprised of 8-12 members, representing broad geographic areas.

8. The Office of the Governor will assist in staffing this Task Force. The Governor may rely on the services of the Department of Labor and Industry and the Department of Administration or any other member of his cabinet in staffing this Task Force.

9. The Task Force members shall be appointed from the following categories:

    a. Business;
    b. Non-profit;
    c. Labor/workers;
    d. Higher education;
    e. Tribal; and
    f. Elected officials

10. The Task Force may establish procedural bylaws to aid it in the performance of its duties.

11. The Task Force may establish subcommittees comprised of members of the Committee to aid it in the performance of its duties.

12. The Task Force is attached to the Department of Labor and Industry for administrative purposes. The Commissioner of the Department of Labor and Industry shall enlist staff to provide assistance to the Task Force.

OTHER

13. 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 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.

14. 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

15. Council members eligible for compensation under section 2-15-122(5) MCA, shall be compensated in an amount to be determined by the Commissioner of Labor and Industry, not to exceed $50 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

16. The Task Force shall cease to exist on November 1, 2014, but may be reconvened per the Governor's request.

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 establish the Governor's Equal Pay for Equal Work Task Force.

This Order is effective immediately.

Given under my hand and the Great Seal of the State of Montana, this 12th day of June, 2013.

STEVE BULLOCK, Governor

ATTESTED:

LINDA McCULLOCH, Secretary of State