

**STATE OF MONTANA
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER No. 12-2016**

EXECUTIVE ORDER PROMOTING EQUAL PAY FOR MONTANA WOMEN

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

WHEREAS, despite the passage of the federal Equal Pay Act, the wage gap still exists and nationally has only been closed by only 19 cents since 1979;

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

WHEREAS, workplace protections that help to close the wage gap are linked to greater job commitment, improved workplace relationships, increased job satisfaction, and improved health outcomes of employees;

WHEREAS, narrowing the gap in Montana and nationally would reduce the income loss for women and their families estimated at \$439,320 over a 40-year career, money that would fortify and protect Montana women and their families and foster statewide economic growth;

WHEREAS, the Institute of Public Policy at the Harry S. Truman School of Public Affairs identified ensuring transparency as a best practice that "significantly reduces the likelihood of discriminatory pay practices within an organization" and found that wage transparency provides "women and men the information they need to negotiate an appropriate and fair starting salary, which lays the foundation for future earnings;"

WHEREAS, the American Association of University Women (AAUW), a leading voice for promoting pay equity for women, recommends wage transparency as a strategy for reducing the wage gap;

WHEREAS, this Administration has led by example in creating an Equal Pay Task Force pursuant to Executive Order No. 15-2014, "Executive Order Continuing the Equal Pay for Equal Work Task Force," and by conducting state employee workforce audits; and

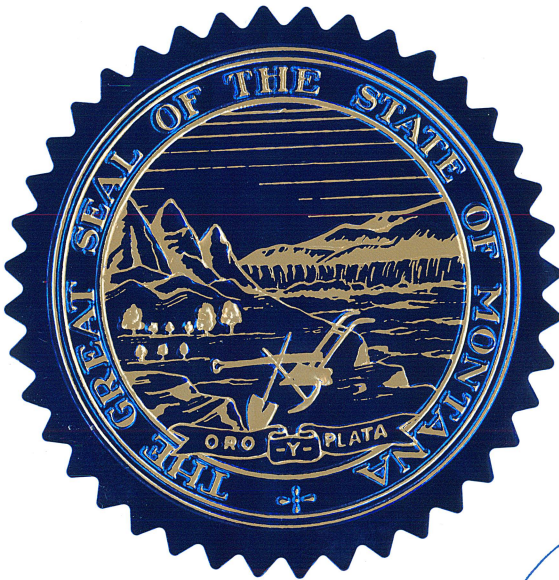
WHEREAS, the State of Montana, as a large employer and recipient of contract services, is positioned to lead by example and establish public-private policy partnerships to close the wage gap.

NOW, THEREFORE, I, STEVE BULLOCK, Governor of the State of Montana, by virtue of the authority vested in me under the Constitution and the laws of the State of Montana, do hereby order and direct the Department of Administration to incorporate into the state procurement process governing requests for proposals criteria to incentivize contractors to engage in best practices to promote wage transparency.

These best practices are to include the following:

- (a) posting salary ranges in employment listings;
- (b) certifying that the contractor will not ask about wage history in employee interviews;
and
- (c) certifying that the contractor will not retaliate or discriminate against employees who discuss or disclose their wages in the workplace.

This Order is effective immediately and remains in effect until amended or rescinded by future Executive Order of the Governor.



GIVEN under my hand and the GREAT SEAL of the State of Montana this 1st day of August 2016.

A handwritten signature in blue ink, appearing to read 'Steve Bullock', is written over a horizontal line.

STEVE BULLOCK, Governor

ATTEST:

A handwritten signature in blue ink, appearing to read 'Linda McCulloch', is written over a horizontal line.

LINDA MCCULLOCH, Secretary of State