

1 HOUSE RESOLUTION NO. 4

2 INTRODUCED BY J. ECK

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4 A RESOLUTION OF THE HOUSE OF REPRESENTATIVES OF THE STATE OF MONTANA RECOGNIZING
5 EQUAL PAY DAY.

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7 WHEREAS, 60% of Montana women are in the labor force, constituting an essential part of Montana's
8 economy; and

9 WHEREAS, nationally, women earn 71.3% of men's median earnings; and

10 WHEREAS, in Montana, women workers earn 68.5% of men's median earnings, putting Montana in 33rd
11 place for gender equity in the workforce; and12 WHEREAS, when considering full-time workers only, Montana women earn 72.5% of the median
13 earnings of Montana men, placing Montana 45th in pay equity for full-time workers; and14 WHEREAS, despite the passage of the Equal Pay Act, the wage gap still exists and has only closed by
15 19 cents since 1970; and16 WHEREAS, institutional and cultural barriers have been identified that contribute to the wage gap in
17 Montana and the country as a whole; and18 WHEREAS, narrowing the wage gap for Montana women will boost their earning potential, strengthen
19 Montana working families, and open opportunities for a whole new generation of women in the workforce.

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21 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE OF
22 MONTANA:23 That the Montana House of Representatives agrees that the wage disparity in Montana is unacceptable.
24 The Montana House of Representatives resolves to support policies that support women workers in Montana and
25 support equal pay for equal work for all Montanans by recognizing Equal Pay Day, April 4.

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