

Montana Democratic Women's Legislative Caucus

EXHIBIT 2
DATE 2/17/09
HJ 16

8:00 AM
455

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Christine Kaufmann
Lynda Moss
Trudi Schmidt
Carolyn Squires
Sharon Stewart-
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Carol Williams

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February 17, 2009

HJ 16

Room 455 House State Administration

The Montana Democratic Women's Caucus asks you to support HJ 16, the resolution to study comparable worth for state employees. Comparable worth simply stated means "equal pay for work of comparable value."

Comparing jobs based on the education and skill requirements, the tasks performed, the level of responsibility, and the working conditions can address some of the wage disparities between the jobs typically held by men and the jobs typically held by women.

It's been more than 40 years since passage of the Equal Pay Act. Yet, on average, women in Montana only earn 70 cents for every dollar a man earns. Inequality in pay exists regardless of education or occupation. Male high school graduates earn more than female high school graduates, male college graduates earn more than female graduates. For instance, a substantial percentage of school districts in the U.S. pay secretaries and teaching assistants less than they pay janitors.

Through this study, we can analyze the state's current job classification system and pay plans, evaluate how or if the those plans address comparable worth assessments of jobs, and make recommendations for incorporating comparable worth standards where needed. This study will move Montana forward in its efforts to end discrimination in the workplace. The Democratic Women's Caucus urges "do pass" on HJ 16.