Montana

**Project Labor Agreements**
Statute prohibits government-mandated PLAs on public and publicly-assisted construction projects.

**Prevailing Wage**
Yes; $25,000.

**Right to Work**
No.

**Public-Private Partnerships**
No statute authorizes or prohibits P3s on public projects.

**Workforce Development Incentives**
Current labor supply satisfies 69.8% of peak labor demand.
State offered $12,031,887 in grants and incentives for workforce preparation and development in 2019.

**Career and Technical Education**
98% of CTE high school graduates are placed in colleges or careers.
Montana does not recognize NCCER as an approved curriculum for CTE programs.

**Job Growth Rate**
2.5%.

**Industry Overview**
**Prompt Pay**

- **Private:** Invoices deemed approved after 21 days unless alternate disclosed in bid docs. Payment is due 7 days after approval unless alternate disclosed in the bid docs.
- **Public:** 30 days after the invoice is delivered or labor/materials are provided.
- **Subs:** For private and public, prime to subs and subs to lower tiers within 7 days of an invoice.

**Immigration/E-Verify Mandate**

- No law in place.

**Percentage of State GDP From Nonresidential Construction**

- 5.9%

**Incidence Rate**

- 5.5

**Occupational Safety & Health Oversight (State vs. Federal)**

- Federal oversight.

**Percentage of Union Membership in Private Construction**

- 10.0%

**Marijuana Legalization Status**

- Legalized for medicinal usage.

**Business Facts**

- **Minimum Wage**
  - 8.65

- **Percentage of Pensions Funded**
  - 72.8%

- **Effective Real-Estate Tax Rate**
  - 0.84%

- **Corporate Income Tax Rate(s)**
  - 6.75%

- **State and Local Public Construction Expenditures (in millions)**
  - $1,549