

**Overview of Information Collection**

*Collection Title:* Local Union Report (EEO-3).

*OMB Number:* 3046-0006.

*Frequency of Report:* Biennial.

*Type of Respondent:* Local referral unions with 100 or more members.

*Description of Affected Public:* Local referral unions and independent or unaffiliated referral unions and similar labor organizations.

*Responses:* 1,100<sup>1</sup> per biennial collection.

*Reporting Hours:* 2,252 per biennial collection.

*Burden Hour Cost:* \$70,415.95 per biennial collection.

*Federal Cost:* \$390,120.85 per biennial collection.

*Number of Forms:* 1.

*Form Number:* EEOC Form 274.

*Abstract:* Section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e-8(c), requires labor organizations to make and keep records relevant to a determination of whether unlawful employment practices have been or are being committed and produce reports required by the EEOC.

Accordingly, the EEOC issued regulations, 29 CFR 1602.22 and 1602.27-.28, which set forth the reporting requirements and related record retention policies for various kinds of labor organizations. 29 CFR 1602.22 requires every local union to retain the most recent report filed, and 29 CFR 1602.27-.28 require filers to make records necessary for completion of the EEO-3 and preserve them for a year (or if a charge of discrimination is filed, relevant records must be retained until final disposition of the matter). 29 CFR 1602.22 and 1602.27-.28 are related to recordkeeping which is part of standard administrative practices, and as a result, the EEOC believes that any impact on burden would be negligible and nearly impossible to quantify. Local referral unions with 100 or more members have been required to submit EEO-3 reports since 1967 (biennially since 1986). The EEOC uses EEO-3 data for research and to investigate charges of discrimination. The individual reports are confidential.

*Burden Statement:* The methodology for calculating annual burden reflects

the different staff that are responsible for preparing and filing the EEO-3. These estimates stem from a limited study that was conducted in 2015 with nine EEO-3 respondents. The EEOC accounts for time to be spent biennially on EEO-3 reporting by business agents and administrative staff, as well as time spent by attorneys who, in a few cases, may consult briefly during the reporting process. The estimated number of respondents included in the biennial EEO-3 collection is 1,100 local referral unions, as this is the approximate number of filers from the 2018 reporting cycle. The estimated hour burden per report will be 2.05 hours, and the estimated total biennial respondent burden hours will be 2,251.80. Burden hour cost was calculated using median hourly wage rates for administrative staff and legal counsel, and average hourly wage rates for labor union business agents.

The burden hour cost per report will be \$67.33, and the estimated total burden hour cost per biennial collection will be \$70,415.95 (See Table 1 for calculations).

TABLE 1—ESTIMATE OF BIENNIAL BURDEN FOR EEO-3 REPORT

Local referral union staff	Hourly wage rate <sup>a</sup>	Hours per local	Cost per local	Total burden hours	Total burden hour cost
Secretaries and Administrative Assistants .....	\$18.84	1	\$18.84	1,100	\$20,724.00
Business Agent .....	45.00	1	45.00	1,100	49,500.00
Corporate Legal Counsel .....	69.86	0.05	3.49	55	191.95
<b>Total .....</b>		<b>2.05</b>	<b>67.33</b>	<b>2,251.80</b>	<b>70,415.95</b>

**Note:** A limited study was conducted by the EEOC of local referral union EEO-3 respondents. The methodology included surveying nine local referral union respondents by asking a series of survey questions approved by the EEOC's Office of Legal Counsel regarding the type of local union staff involved in submitting EEO-3 data. The EEOC asked responding study participants to estimate how long on average it took identified local union staff members to complete the EEO-3 report and what proportion of that time was allocated to each staff member job title. The burden hours per local union by job title, 2.05, is estimated based on filer responses. The results of the study were published in the Final Notice of Submission for OMB Review—Extension Without Change: Local Union Report (EEO-3) on January 24, 2017: <https://www.federalregister.gov/documents/2017/01/24/2017-01558/agency-information-collection-activities-proposed-collection-submission-for-omb-review>.

<sup>a</sup>Hourly wage rates for administrative staff and legal counsel were obtained from the Bureau of Labor Statistics, May 2019 (see U.S. Dept. of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, [https://www.bls.gov/oes/current/oes\\_stru.htm](https://www.bls.gov/oes/current/oes_stru.htm)) and the average hourly wage rate for a labor union business agent was obtained from salaryexpert.com (see <https://www.salaryexpert.com/salary/job/labor-union-business-agent/united-states>).

These estimates are based upon filers' use of the EEO-3 online web-based application system to submit reports. During the 2018 EEO-3 collection cycle, approximately 1,100 local referral unions were identified as being eligible to report EEO-3 data, and all but 31 of the 975 responsive EEO-3 filers submitted their data electronically. Online electronic filing remains the most popular, efficient, accurate, and secure means of reporting for respondents required to submit the EEO-3 report. The EEOC has made online electronic filing much easier for

respondents required to file the EEO-3 report and as a result, more respondents are using this method. Accordingly, the EEOC will continue to encourage EEO-3 filers to submit data through online electronic filing and will only accept paper records from filers who have secured permission to submit data via paper submission.

Dated: March 5, 2021.

For the Commission.

**Charlotte A. Burrows,**

*Chair.*

[FR Doc. 2021-05058 Filed 3-10-21; 8:45 am]

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**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**Agency Information Collection Activities: Existing Collection**

**AGENCY:** Equal Employment Opportunity Commission.

<sup>1</sup> This figure is based on the total number of respondents who were eligible to submit EEO-3

data in 2018, which is the most recently completed EEO-3 data year.

**ACTION:** Notice of Information Collection—Extension without change of a currently approved collection Elementary-Secondary Staff Information Report (EEO-5) and request for comments.

**SUMMARY:** In accordance with the Paperwork Reduction Act of 1995 (PRA), the Equal Employment Opportunity Commission (EEOC or Commission) announces that it is submitting to the Office of Management and Budget (OMB) a request for a three-year extension without change of the Elementary-Secondary Staff Information Report (EEO-5) (EEOC Form 168A) as described below.

**DATES:** Written comments on this notice are encouraged and must be submitted on or before April 12, 2021.

**ADDRESSES:** Written comments and recommendations for the proposed information collection should be sent within 30 days of publication of this notice to [www.reginfo.gov/public/do/PRAMain](http://www.reginfo.gov/public/do/PRAMain). Find this particular information collection by selecting “Currently under 30-day Review—Open for Public Comments” or by using the search function.

**FOR FURTHER INFORMATION CONTACT:** Rashida Dorsey, Employer Data Team, Data Development and Information Products Division, Equal Employment Opportunity Commission, 131 M Street NE, Room 4SW32J, Washington, DC 20507; (202) 663-4355 (voice), (202) 663-7063 (TTY) or email at [rashida.dorsey@eoc.gov](mailto:rashida.dorsey@eoc.gov).

**SUPPLEMENTARY INFORMATION:** A notice that EEOC would be submitting this request was published in the **Federal Register** on November 19, 2020, allowing for a 60-day public comment period. One comment was received from the public; however, it did not address the EEO-5 information collection. Accordingly, no changes have been made to the EEO-5 collection based upon the unresponsive comment.

**Overview of Information Collection**

*Collection Title:* Elementary-Secondary Staff Information Report (EEO-5).

*OMB Number:* 3046-0003.

*Frequency of Report:* Biennial, even years.

*Type of Respondent:* Public elementary and secondary school districts with 100 or more employees within the 50 U.S. states and District of Columbia.

*Description of Affected Public:* Public elementary and secondary school districts with 100 or more employees within the 50 U.S. states and District of Columbia.

*Responses:* 7,082 per biennial collection.

*Reporting Hours:* 120,901.07 per biennial collection.

*Burden Hour Cost:* \$4,055,001.76 per biennial collection.

*Federal Cost:* \$240,120.85 per biennial collection.

*Number of Forms:* 1.

*Form Number:* EEOC Form 168A.

*Abstract:* Section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e-8(c), requires employers to make and keep records relevant to a determination of whether unlawful employment practices have been or are being committed, to preserve such records, and to produce reports as the Commission prescribes by regulation or order. Accordingly, the EEOC issued regulations, 29 CFR 1602.39 and .41-.45, prescribing the reporting and related record retention requirements for public elementary and secondary school districts. 29 CFR 1602.39 requires school districts to make or keep all records necessary for completion of an EEO-5 submission and retain those records for three years. 29 CFR 1602.41 requires EEO-5 filers to retain a copy of each filed EEO-5 report for three years. These requirements are related to recordkeeping which is part of standard administrative practices, and as a result, the EEOC believes that any impact on burden would be negligible

and nearly impossible to quantify. Public elementary and secondary school districts with 100 or more employees within the 50 U.S. states and District of Columbia were required to submit EEO-5 reports annually from 1974 to 1981 and then biennially in even years from 1982 to the present. The individual reports are confidential. The EEOC uses EEO-5 data to investigate charges of employment discrimination against public elementary and secondary school districts. The EEO-5 data are also used for research. EEO-5 reports are shared with the Department of Education (Office for Civil Rights) and the Department of Justice.

*Burden Statement:* The EEOC has updated its methodology for calculating annual burden to reflect the different staff responsible for preparing and filing the EEO-5. The EEOC’s revised burden estimate reflects that the bulk of the work in biennially preparing an EEO-5 report is performed by computer support specialists, executive administrative staff, and payroll and human resource professionals; the revised estimate also includes time spent by school district finance professionals and superintendents who, in a few cases, may consult briefly during the reporting process. After accounting for the time spent by the various employees who have a role in preparing an EEO-5, the EEOC estimates that a school district will spend 17.07 hours to prepare the report and estimates that the aggregate biennial hour burden for all respondents is 120,901.07. The cost associated with the burden hours was calculated using hourly wage rates obtained from the Department of Labor<sup>1</sup> for each job identified above as participating in the submission of the report; using those rates, we estimate that the burden hour cost per school district will be approximately \$572.58, while the estimated total biennial burden hour cost for all 7,082 school districts will be \$4,055,001.76 (See Table 1 for calculations).

TABLE 1—ESTIMATE OF BIENNIAL BURDEN FOR EEO-5 REPORT

School district staff	Hourly wage rate	Burden hours per district <sup>a</sup>	Burden hour cost per district	Total burden hours	Total burden hour cost
N = 7,082					
Computer Support Specialist (IT Professional/Data Processing Specialist) .....	26.33	3.43	\$90.28	24,281.35	\$639,327.82
Director of School Finance (Financial Managers) .....	62.45	0.14	8.92	1,012.02	63,200.51
Executive Clerical Staff .....	26.35	2.93	77.17	20,740.35	546,508.10
Human Resource Specialist .....	29.77	5.43	161.61	38,445.35	1,144,517.93

<sup>1</sup> Median hourly wage rates were obtained from the Bureau of Labor Statistics (see U.S. Department

of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, <http://www/bls.gov/ooah/>).

TABLE 1—ESTIMATE OF BIENNIAL BURDEN FOR EEO-5 REPORT—Continued

School district staff	Hourly wage rate	Burden hours per district <sup>a</sup>	Burden hour cost per district	Total burden hours	Total burden hour cost
Payroll Specialist .....	19.49	1.43	27.84	10,117.35	197,187.06
Senior Human Resource Managers .....	56.11	3.43	192.38	24,281.35	1,362,426.28
Superintendent (School Management Occupations) .....	50.33	0.29	14.38	2,023.33	101,834.07
<b>Total</b> .....		17.07	572.58	120,901.07	4,055,001.76

**Note:** Burden Hours per district were determined through interviews with a stratified heterogeneous mixture of school districts used to estimate burden, as approved in the 2018 Paperwork Reduction Act.

<sup>a</sup>Burden Hours are rounded to the tenth decimal place in this publication.

These estimates are based on the assumption of some paper reporting. During the 2018 EEO-5 filing period, the EEOC experienced a 49.8 percent increase in paper filing since the 2016 EEO-5 report filing. Despite the increase, paper filing represents 3.3 percent of total reports received in 2018. Online electronic filing remains the most popular, efficient, accurate, and secure means of reporting for respondents required to submit the EEO-5 report. The EEOC has made online electronic filing much easier for respondents required to file the EEO-5 and as a result, more respondents are using this method. Accordingly, the EEOC will continue to encourage EEO-5 filers to submit data through online electronic filing and will only accept paper records from filers who have secured permission to submit data via paper submission.

Dated: March 5, 2021.

For the Commission.

**Charlotte A. Burrows,**  
Chair.

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**FEDERAL COMMUNICATIONS COMMISSION**

[OMB 3060-1028, FRS 17548]

**Information Collection Being Reviewed by the Federal Communications Commission Delegated Authority**

**AGENCY:** Federal Communications Commission.

**ACTION:** Notice and request for comments.

**SUMMARY:** As part of its continuing effort to reduce paperwork burdens, and as required by the Paperwork Reduction Act of 1995 (PRA), the Federal Communications Commission (FCC or Commission) invites the general public and other Federal agencies to take this opportunity to comment on the following information collections.

Comments are requested concerning: Whether the proposed collection of information is necessary for the proper performance of the functions of the Commission, including whether the information shall have practical utility; the accuracy of the Commission's burden estimate; ways to enhance the quality, utility, and clarity of the information collected; ways to minimize the burden of the collection of information on the respondents, including the use of automated collection techniques or other forms of information technology; and ways to further reduce the information collection burden on small business concerns with fewer than 25 employees. The FCC may not conduct or sponsor a collection of information unless it displays a currently valid Office of Management and Budget (OMB) control number. No person shall be subject to any penalty for failing to comply with a collection of information subject to the PRA that does not display a valid OMB control number.

**DATES:** Written PRA comments should be submitted on or before May 10, 2021. If you anticipate that you will be submitting comments, but find it difficult to do so within the period of time allowed by this notice, you should advise the contact listed below as soon as possible.

**ADDRESSES:** Direct all PRA comments to Cathy Williams, FCC, via email to *PRA@fcc.gov* and to *Cathy.Williams@fcc.gov*.

**FOR FURTHER INFORMATION CONTACT:** For additional information about the information collection, contact Cathy Williams at (202) 418-2918.

**SUPPLEMENTARY INFORMATION:**

*OMB Control No.:* 3060-1028.

*Title:* International Signaling Point Code (ISPC).

*Form No.:* N/A.

*Type of Review:* Extension of a currently approved collection.

*Respondents:* Business or other for-profit entities.

*Number of Respondents:* 5 respondents; 5 responses.

*Estimated Time per Response:* .333 hours (20 minutes).

*Frequency of Response:* On occasion reporting requirement; Third party disclosure requirement.

*Obligation to Respond:* Required to obtain or retain benefits. The statutory authority for this collection is contained in 47 U.S.C. 151, 154(i)-(j), 201-205, 211, 214, 219-220, 303(r), and 403.

*Total Annual Burden:* 2 hours.

*Annual Cost Burden:* No cost.

*Privacy Act Impact Assessment:* No impact(s).

*Nature and Extent of Confidentiality:* In general, there is no need for confidentiality with this collection of information.

*Needs and Uses:* This collection will be submitted as an extension (no change in reporting or recordkeeping requirements) after this 60-day comment period to Office of Management and Budget (OMB) in order to obtain the full three-year clearance.

An International Signaling Point Code (ISPC) is a unique, seven-digit code synonymously used to identify the signaling network of each international carrier. The ISPC has a unique format that is used at the international level for signaling message routing and identification of signaling points. The Commission receives ISPC applications from international carriers on the electronic, internet-based International Bureau Filing System (IBFS). After receipt of the ISPC application, the Commission assigns the ISPC code to each applicant (international carrier) free of charge on a first-come, first-served basis. The collection of this information is required to assign a unique identification code to each international carrier and to facilitate communication among international carriers by their use of the ISPC code on the shared signaling network. The Commission informs the International Telecommunications Union (ITU) of its assignment of ISPCs to international carriers on an ongoing basis.