

TABLE 1—PROJECTED BURDEN FOR EACH EEO-5 BIENNIAL REPORTING YEAR  
[N=10,500]

Staff job category	Percent in job category	Median hourly wage rate	Hours per report	Total burden hours	Cost per report	Total burden hour cost
Human Resource Specialists .....	39.1	\$30.88	1.9	7,807	\$58.67	\$241,078.65
Executive-Level Staff .....	15.9	48.12	1.7	2,829	81.80	136,153.91
Secretaries and Administrative Assistants	14.1	21.19	1.8	2,674	38.14	56,659.49
Bookkeeping, Accounting, and Auditing Clerks .....	14.0	22.05	1.3	1,904	28.67	41,993.03
Administrative Services and Facilities Managers .....	7.7	48.98	1.4	1,137	68.57	55,707.84
Database Administrators and Architects	3.0	53.91	1.3	414	70.08	22,301.40
Other <sup>a</sup> .....	6.1	37.52	1.8	1,161	67.54	43,577.97
Average .....	.....	.....	1.7	.....	56.90	.....
Total <sup>b</sup> .....	100.0	.....	.....	17,927	.....	597,472.29

<sup>a</sup> The average hourly wage rate for the “Other” category was derived by taking the weighted mean average of the hourly wage rates of the six BLS job categories listed in the above table.

<sup>b</sup> These estimates are based upon filers’ use of the *EEO-5 Online Filing System (OFS)* to submit reports electronically because paper submissions are no longer accepted. Electronic filing remains the most efficient, accurate, and secure means of reporting for respondents required to submit EEO-5 data.

Dated: December 2, 2024.  
For the Commission.  
**Charlotte A. Burrows,**  
*Chair.*  
[FR Doc. 2024-28581 Filed 12-5-24; 8:45 am]  
BILLING CODE 6570-01-P

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**Agency Information Collection Activities: Existing Collection**

**AGENCY:** Equal Employment Opportunity Commission.  
**ACTION:** Notice of information collection—proposed revision of Local Union Report (EEO-3).

**SUMMARY:** In accordance with the Paperwork Reduction Act (PRA), the Equal Employment Opportunity Commission (EEOC or Commission) announces that it has submitted to the Office of Management and Budget (OMB) a request for a three-year PRA approval of revisions to the currently approved Local Union Report (EEO-3).  
**DATES:** Written comments on this notice must be submitted on or before January 6, 2025.

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

**FOR FURTHER INFORMATION CONTACT:** Paul Guerino, Director, Data Development and Information Products Division, Office of Enterprise Data and Analytics (OEDA), Equal Employment

Opportunity Commission, 131 M Street NE, Washington, DC 20507; (202) 921-2928 (voice), (800) 669-6820 (TTY) or email at [OEDA@eeoc.gov](mailto:OEDA@eeoc.gov). Requests for this notice in an alternative format should be made to the EEOC’s Office of Communications and Legislative Affairs at (202) 921-3191 (voice), (800) 669-6820 (TTY), or (844) 234-5122 (ASL Video Phone).

**SUPPLEMENTARY INFORMATION:** A notice that the EEOC would be submitting this request was published in the **Federal Register** on August 16, 2024, allowing for a 60-day public comment period, which ended on October 15, 2024.<sup>1</sup> The EEOC received one non-substantive comment during the public comment period, which was published on the [www.regulations.gov](http://www.regulations.gov) website.<sup>2</sup>

**I. Background**

*A. The EEO-3 Report*

Since 1967, the EEOC has required EEO-3 filers to submit workforce demographic data. Every labor organization subject to title VII of the Civil Rights Act of 1964, as amended (title VII)<sup>3</sup> is required to file the EEO-3 report, provided it has 100 or more members at any time during the 12 months preceding the due date of the report and is a “local union” (as that term is commonly understood) or an independent or unaffiliated union. Labor organizations required to report are those which perform, in a specific

jurisdiction, the functions ordinarily performed by a local union, whether or not they are so designated.

*B. The 60-Day Notice: Request for Three-Year PRA Approval of Revisions to the EEO-3*

Pursuant to the PRA and OMB regulations found at 5 CFR 1320.8(d)(1), the Commission published a Notice in the **Federal Register** on August 16, 2024, soliciting public comments during a 60-day period (“60-day Notice”) on the Commission’s intent to seek three-year OMB approval of revisions to the currently approved EEO-3. In particular, in its 60-day Notice, the EEOC sought comments to: (1) Evaluate whether the proposed collection of information is necessary for the proper performance of the Commission’s functions, including whether the information will have practical utility; (2) Evaluate the accuracy of the Commission’s estimate of the burden of the proposed collection of information, including the validity of the methodology and assumptions used; (3) Enhance the quality, utility, and clarity of the information to be collected; and (4) Minimize the burden of the collection of information on those who are to respond, including the use of appropriate automated, electronic, mechanical, or other technological collection techniques or other forms of information technology (e.g., permitting electronic submission of responses). The 60-day Notice comment period ended on October 15, 2024.

Based on data from the most recent EEO-3 data collection reporting year (i.e., 2022), as well as ongoing updates by the EEOC to the EEO-3 frame (i.e., filer roster or master list), the EEOC

<sup>1</sup> See Notice of Information Collection 89 FR 66714 (Aug. 16, 2024) at <https://www.federalregister.gov/documents/2024/08/16/2024-18420/agency-information-collection-activities-existing-collection>.

<sup>2</sup> Available at <https://www.regulations.gov/document/EEOC-2024-0006-0002>.

<sup>3</sup> 42 U.S.C. 2000e, et seq.

anticipates the total number of filers submitting an EEO-3 report may increase to 5,999 per biennial collection. Accordingly, the burden estimates in this Notice are based on this revised estimate of the number of filers.

## II. The Public Comments on the 60-Day Notice

The 60-day Notice was published in the **Federal Register** on August 16, 2024.<sup>4</sup> The EEOC received one non-substantive comment during the public comment period, which was published on the [www.regulations.gov](http://www.regulations.gov) website.<sup>5</sup>

## III. Commission Decisions and Final EEOC Proposals to OMB

### *The EEOC Will Seek Three-Year Approval of Revisions to the Currently Approved EEO-3 Local Union Report*

After evaluating the one non-substantive comment received from the public during the 60-day comment period, the Commission has decided it will seek a three-year approval by OMB of revisions to the EEO-3 Local Union Report as described in this Notice.

## IV. Formal Paperwork Reduction Act Statement

### A. Overview of Information Collection

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

**OMB Number:** 3046-0006.

**Frequency of Report:** Biennial.

**Type of Respondent:** Labor organizations with 100 or more members<sup>6</sup> that are local unions or independent or unaffiliated unions and meet certain criteria.

**Description of Affected Public:** Labor organizations with 100 or more members<sup>7</sup> that are local unions or independent or unaffiliated unions and meet certain criteria.

**Reporting Hours:** 8,922 per biennial collection.

**Respondent Burden Hour Cost:** \$359,091 per biennial collection.

**Federal Cost:** \$378,002 per biennial collection.

**Number of Filers:** 5,999 per biennial collection.<sup>8</sup>

**Number of Responses:** 5,999 per biennial collection.

**Number of Forms:** 1.

**Form Number:** EEOC Form 274.

**Abstract:** Section 709(c) of title VII requires labor organizations to make and keep records relevant to the 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.<sup>9</sup> Pursuant to this statutory authority, the EEOC issued regulations prescribing the reporting and related record retention requirements for labor organizations.<sup>10</sup> The regulations require every local union to retain the most recent report filed, to make records necessary for completion of the EEO-3, and to preserve them for a year (or if a charge of discrimination is filed, relevant records must be retained until final disposition of the matter). These recordkeeping requirements are 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. Additionally, the regulations require labor organizations with 100 or more members at any time during the 12 months preceding the due date of the report, and that are a "local union" (as that term is commonly understood)<sup>11</sup> or are independent or unaffiliated unions, to file executed copies of the EEO-3 report in conformity with the directions set forth in the form and accompanying instructions. Under this authority, such unions are required to report biennially<sup>12</sup> the number of their members and applicants for membership by sex and race or ethnicity.

Please note that on March 28, 2024, OMB published revisions, the first since 1997, to its Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity." See <https://spd15revision.gov/>. The revisions include, for example, using a single combined race and ethnicity question and adding Middle Eastern or North African (MENA) as a new minimum

rate for the most recently completed EEO-3 data collection (the 2022 EEO-3 data collection).

<sup>9</sup> 42 U.S.C. 2000e-8(c).

<sup>10</sup> The EEOC's EEO-3 regulation is at 29 CFR part 1602 subparts F and G. The EEOC is responsible for obtaining OMB's PRA approval for the EEO-3 report.

<sup>11</sup> Labor organizations required to report are those which perform, in a specific jurisdiction, the functions ordinarily performed by a local union, whether or not they are so designated.

<sup>12</sup> Beginning in 1986, the EEO-3 report has been collected biennially in even-numbered years. Prior to 1986, the EEO-3 report was collected annually.

reporting category. Federal agencies, including the EEOC, are required to bring their data collections into compliance with these standards by March 28, 2029. Because the EEOC's current EEO-3 PRA clearance expires January 31, 2025, the agency is not proposing updates to its collection of race and ethnicity data under this Notice in order to provide filers with sufficient notice of the revised standards and to give the EEOC sufficient time to implement the revisions across its EEO collections.

These data are currently collected electronically by the EEOC through a web-based data collection application (*i.e.*, portal) referred to as the *EEO-3 Online Filing System (OFS)*.<sup>13</sup> Filers must submit their data electronically to the web-based portal. The individual EEO-3 reports are confidential.<sup>14</sup> EEO-3 data are used by the EEOC to investigate charges of employment discrimination against local unions and to publish periodic reports on workforce demographics.<sup>15</sup>

### B. Burden Statement

The EEOC's Office of Enterprise Data and Analytics (OEDA) administers the

<sup>13</sup> EEO-3 filers may access the *OFS* through the EEOC's dedicated EEO-3 website at [www.eeocdata.org/eeo3](http://www.eeocdata.org/eeo3).

<sup>14</sup> All reports and any information from individual reports are subject to the confidentiality provisions of Section 709(e) of title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e-8(e), as amended (title VII), and may not be made public by the EEOC prior to the institution of any proceeding under title VII involving the EEO-3 data. Any EEOC employee who violates this prohibition may be found guilty of a criminal misdemeanor and could be fined or imprisoned. The confidentiality requirements allow the EEOC to publish only aggregated data, and only in a manner that does not identify any particular filer or reveal any individual member's personal information. With respect to other Federal agencies with a legitimate law enforcement purpose, the EEOC gives access to information collected under title VII only if the agencies agree in writing to comply with the confidentiality provisions of title VII. In addition, section 709(d) of title VII (42 U.S.C. 2000e-8(d)) provides that the EEOC shall furnish upon request and without cost to State or local civil rights agencies information about employers in their jurisdiction on the condition that they not make it public prior to starting a proceeding under State or local law involving such information. The EEOC shares EEO-3 data with Fair Employment Practices Agencies (FEPAs) pursuant to Worksharing Agreements that impose obligations on the contracted FEPA with respect to confidentiality, privacy, and data security. On a case-by-case basis, the EEOC may share EEO-3 data with a FEPA that does not have a Worksharing Agreement, but only if that FEPA agrees to comply with confidentiality, privacy, and data security obligations similar to those imposed on FEPAs with Worksharing Agreements.

<sup>15</sup> Any reports the EEOC publishes based on EEO-3 data include only aggregated EEO-3 data that protect the confidentiality of each union's information, as well as the privacy of each member's personal information.

<sup>4</sup> Available at <https://www.federalregister.gov/documents/2024/08/16/2024-18420/agency-information-collection-activities-existing-collection>.

<sup>5</sup> Available at <https://www.regulations.gov/document/EEOC-2024-0006-0002>.

<sup>6</sup> Labor organizations required to report are those which perform, in a specific jurisdiction, the functions ordinarily performed by a local union, whether or not they are so designated.

<sup>7</sup> Labor organizations required to report are those which perform, in a specific jurisdiction, the functions ordinarily performed by a local union, whether or not they are so designated.

<sup>8</sup> This figure is based on the expanded frame of potentially eligible respondents and the response

agency’s data collections, including the EEO–3 data collection. Since OEDA’s creation in 2018, the EEOC has undertaken several efforts to modernize the agency’s data collections and improve the quality of data collected. OEDA also has streamlined functions, such as providing additional self-service options, resource materials, and an online support message center.

As part of these ongoing modernization efforts, and in response to a recent GAO report<sup>16</sup> which recommended that the EEOC improve its approach to routinely identify local unions required to file the EEO–3 report, OEDA has undertaken measures to enhance the agency’s EEO–3 frame (*i.e.*, filer roster or master list) of potentially eligible filers. By comparing the EEOC’s 2022 EEO–3 frame to a list of active unions from the U.S. Department of Labor’s Office of Labor

Management Standards (OLMS) Online Public Disclosure Room (OPDR) database,<sup>17</sup> OEDA identified more than 5,000 local unions that may be eligible to file during the next biennial EEO–3 data collection. With the addition of these unions to the EEO–3 frame and considering response rates during the 2022 EEO–3 data collection, OEDA now estimates 5,999 potential respondents to the agency’s next EEO–3 data collection.<sup>18</sup>

The EEOC has also updated its methodology for calculating the biennial burden of the EEO–3 data collection to better reflect the types of personnel responsible for preparing and filing these reports on behalf of their unions. Based upon job titles provided during the 2022 EEO–3 data collection by individuals completing the report within the *OFS*, the EEOC has identified four specific job categories that account

for the largest amount of time spent biennially on EEO–3 reporting. These job categories include: (1) Secretaries and Administrative Assistants; (2) Administrative Services and Facilities Managers; (3) Bookkeeping, Accounting, and Auditing Clerks; and (4) Executive-Level Staff.<sup>19</sup>

Additionally, the *OFS* captures detailed information on when each filer starts and certifies their report. The EEOC used this information from the most recent EEO–3 data collection (*i.e.*, 2022) to calculate more precise burden hour estimates.<sup>20</sup> As shown in Table 1 below, the estimated average hour burden per report is 1.49 hours. The total estimated biennial respondent burden for all filers is 8,922 hours. The estimated average burden hour cost per report is \$59.90, and the estimated total burden hour cost for all filers per biennial collection is \$359,091.

TABLE 1—PROJECTED BURDEN FOR EACH EEO–3 BIENNIAL REPORTING YEAR  
[N = 5,999]

Staff job category	Percent in job category	Median hourly wage rate	Hours per report	Cost per report	Total burden hours	Total burden hour cost
Secretaries and Administrative Assistants .....	21.4	\$21.19	0.33	\$6.99	1,958	\$41,490
Administrative Services and Facilities Managers .....	56.5	48.98	0.84	41.14	5,046	247,153
Bookkeeping, Accounting, and Auditing Clerks .....	5.1	22.05	0.09	1.98	546	12,039
Executive-Level Staff .....	4.4	48.12	0.06	2.89	365	17,564
Other <sup>a</sup> .....	12.6	40.56	0.17	6.90	1,007	40,845
<b>Total<sup>b</sup> .....</b>			<b>1.49</b>	<b>59.90</b>	<b>8,922</b>	<b>359,091</b>

<sup>a</sup> The average hourly wage rate for the “Other” category was derived by taking the weighted mean average of the hourly wage rates of the four BLS job categories listed in the above table.

<sup>b</sup> These estimates are based upon filers’ use of the *OFS* to submit reports electronically because paper submissions are no longer accepted. Electronic filing remains the most efficient, accurate, and secure means of reporting for respondents required to submit EEO–3 data.

Dated: December 2, 2024.

For the Commission.

**Charlotte A. Burrows,**  
*Chair.*

[FR Doc. 2024–28579 Filed 12–5–24; 8:45 am]

**BILLING CODE 6570–01–P**

**FARM CREDIT ADMINISTRATION**

**Sunshine Act Meetings**

**TIME AND DATE:** 10 a.m., Thursday, December 12, 2024.

**PLACE:** You may observe this meeting in person at 1501 Farm Credit Drive, McLean, Virginia 22102–5090, or virtually. If you would like to observe,

at least 24 hours in advance, visit [FCA.gov](https://fca.gov), select “Newsroom,” then select “Events.” From there, access the linked “Instructions for board meeting visitors” and complete the described registration process.

**STATUS:** This meeting will be open to the public.

**MATTERS TO BE CONSIDERED:** The following matters will be considered:

- Approval of Minutes for November 14, 2024
- Quarterly Report on Economic Conditions and Farm Credit System Condition and Performance
- Semiannual Report on Office of Examination Operations

as the Commonwealth of Puerto Rico, the U.S. Virgin Islands, and the U.S. Possessions of American Samoa, Guam, Northern Mariana Islands, and Wake Island. Please note that 5,999 respondents may ultimately turn out to be an overestimate. Following the initial enhancement of the EEO–3 frame, collection data may yield an unknown number of ineligible filers.

<sup>19</sup> Hourly wage rates for these four job categories were obtained from the U.S. Department of Labor’s Bureau of Labor Statistics (BLS) Occupational

**CONTACT PERSON FOR MORE INFORMATION:**

If you need more information or assistance for accessibility reasons, or have questions, contact Ashley Waldron, Secretary to the Board. Telephone: 703–883–4009. TTY: 703–883–4056.

**Ashley Waldron,**

*Secretary to the Board.*

[FR Doc. 2024–28775 Filed 12–4–24; 11:15 am]

**BILLING CODE 6705–01–P**

Outlook Handbook. See <https://www.bls.gov/ooh/>. Please note that the actual job titles reported during the 2022 EEO–3 data collection were collapsed into these four BLS occupational categories.

<sup>20</sup> The time estimates are based on the average time elapsed among filers who completed their reports during the same calendar day within the *OFS*.

<sup>16</sup> U.S. Government Accountability Office, “Workforce Diversity: Hispanic Workers Are Underrepresented in the Media, and More Data Are Needed for Federal Enforcement Efforts”, Government Accountability Office, Sept. 29, 2022, <https://www.gao.gov/products/gao-22-104669>.

<sup>17</sup> The OPDR database contains information on approximately 20,000 unions in the United States. See <https://olmsapps.dol.gov/olpdr/>.

<sup>18</sup> This estimate covers local unions within the 50 United States and the District of Columbia, as well