

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
Total <sup>b</sup> .....			1.49	59.90	8,922	359,091

<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://www.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