

employers (29 CFR 1602.14); employers, labor organizations, and joint labor-management committees that control apprenticeship programs (29 CFR 1602.21(b)); labor organizations (29 CFR 1602.28(a)); state and local governments (29 CFR 1602.31); elementary and secondary school systems or districts (29 CFR 1602.40); and institutions of higher education (29 CFR 1602.49(a)). Any of the records maintained which are subsequently disclosed to the EEOC during an investigation are protected from public disclosure by the confidentiality provisions of section 706(b) and 709(e) of Title VII, which are also incorporated by reference into the ADA at section 107(a) and GINA at section 207(a).

**Burden Statement:** The estimated number of respondents subject to this recordkeeping requirement is 989,379 entities, which combines estimates from private employment,<sup>1</sup> the public sector,<sup>2</sup> colleges and universities,<sup>3</sup> apprenticeship programs,<sup>4</sup> and referral unions.<sup>5</sup> An entity subject to the recordkeeping requirement in 29 CFR part 1602 must retain all personnel or employment records, records relating to apprenticeship, or union membership or referral records made or kept by that entity for one year (private employers and referral unions) or two years (public sector, colleges and universities, apprenticeship programs), and must retain any records relevant to charges of discrimination filed under Title VII, the ADA, or GINA until final disposition of those matters, which may be longer than one or two years. This recordkeeping

requirement does not require reports or the creation of new documents, but merely requires retention of documents that an entity has already made or kept in the normal course of its business operations. Thus, existing employers and labor organizations bear no burden under this analysis, because their systems for retaining these types of records are already in place. Newly formed entities may incur a small burden when setting up their data collection and retention systems to ensure compliance with EEOC's recordkeeping requirements. We assume some effort and time must be expended by new employers or labor organizations to familiarize themselves with Title VII, ADA, and GINA recordkeeping requirements and explain those requirements to the appropriate staff. We estimate that 30 minutes would be needed for this one-time familiarization process. Using projected business formation estimates from the U.S. Census Bureau for 2020 and the number of new apprenticeship programs established in 2020 provided by the Department of Labor, we estimate that there are 324,446 entities that would incur this start-up burden.<sup>6</sup> Assuming a 30-minute burden per entity, the total annual hour burden is 162,223 hours (.5 hour × 324,446 new entities = 162,223 hours).

For the Commission.

Dated: August 13, 2021.

**Charlotte A. Burrows,**  
Chair.

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## FEDERAL COMMUNICATIONS COMMISSION

[DA 21-979; FR ID 43302]

### Disability Advisory Committee; Announcement of Fourth Meeting

**AGENCY:** Federal Communications Commission.

**ACTION:** Notice.

**SUMMARY:** In this document, the Commission announces and provides an agenda for the second meeting of the fourth term of its Disability Advisory Committee (DAC or Committee).

<sup>6</sup> Sources: Business Formation Statistics from the U.S. Census Bureau (<https://www.census.gov/econ/bfs/index.html>). Total projected business formation statistics (series BF\_PBF4Q) for 2020, across all industries, for the US, not seasonally adjusted; Department of Labor, New Apprenticeship programs for 2020 (<https://www.dol.gov/agencies/eta/apprenticeship/about/statistics/2020>).

**DATES:** Thursday, September 9, 2021. The meeting will come to order at 1:30 p.m. Eastern Time.

**ADDRESSES:** The DAC meeting will be held remotely, with video and audio coverage at [www.fcc.gov/live](http://www.fcc.gov/live).

**FOR FURTHER INFORMATION CONTACT:** Will Schell, Designated Federal Officer (DFO), at (202) 418-0767 or [DAC@fcc.gov](mailto:DAC@fcc.gov).

**SUPPLEMENTARY INFORMATION:** This meeting is open to members of the general public. The meeting will be webcast with American Sign Language interpreters and open captioning at: [www.fcc.gov/live](http://www.fcc.gov/live). In addition, a reserved amount of time will be available on the agenda for comments and inquiries from the public. Members of the public may comment or ask questions of presenters via the email address [livequestions@fcc.gov](mailto:livequestions@fcc.gov).

Requests for other reasonable accommodations or for materials in accessible formats for people with disabilities should be submitted via email to: [fcc504@fcc.gov](mailto:fcc504@fcc.gov) or by calling the Consumer and Governmental Affairs Bureau at (202) 418-0530. Such requests should include a detailed description of the accommodation needed and a way for the FCC to contact the requester if more information is needed to fill the request. Requests should be made as early as possible; last minute requests will be accepted but may not be possible to accommodate.

**Proposed Agenda:** At this meeting, the DAC is expected to receive and consider reports and recommendations from its working groups. The DAC may also receive briefings from Commission staff on issues of interest to the Committee and may discuss topics of interest to the committee, including, but not limited to, matters concerning communications transitions, telecommunications relay services, emergency access, and video programming accessibility.

Federal Communications Commission.

**Suzanne Singleton,**  
Chief, Disability Rights Office, Consumer and Governmental Affairs Bureau.

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## FEDERAL COMMUNICATIONS COMMISSION

[OMB 3060-0508; FR ID 43942]

### Information Collection Being Reviewed by the Federal Communications Commission

**AGENCY:** Federal Communications Commission.

<sup>1</sup> Source of original data: 2017 Economic Census. (<https://www.census.gov/content/census/en/data/datasets/2017/econ/susb/2017-susb.html>). Local Downloadable CSV data. Select U.S. & states, 6 digit NAICS. The original number of employers was adjusted to only include those with 15 or more employees.

<sup>2</sup> Source of original data: 2017 Census of Governments: Employment. Individual Government Data File (<https://www.census.gov/data/tables/2017/econ/apes/annual-apes.html>), Local Downloadable Data zip file "Individual Unit Files". The original number of government entities was adjusted to only include those with 15 or more employees.

<sup>3</sup> Source: U.S. Department of Education, National Center for Education Statistics, IPEDS, Fall 2017. Postsecondary Institutions and Cost of Attendance in 2017-18; Degrees and Other Awards Conferred: 2016-17; and 12-Month Enrollment: 2016-17; First Look (Provisional Data). See Table 1, "Number and percentage distribution of Title IV institutions, by control of institution, level of institution, and region: United States and other U.S. jurisdictions, academic year 2017-2018" (<https://nces.ed.gov/pubSearch/pubsinfo.asp?pubid=2018060REV>).

<sup>4</sup> Source: U.S. Department of Labor. Registered Apprenticeship National Results Fiscal Year 2020. Number of active apprenticeship programs in 2020 (<https://www.dol.gov/agencies/eta/apprenticeship/about/statistics/2020>).

<sup>5</sup> EEO-3 Reports filed by referral unions in 2018 with EEOC.