

- (15) 375 milliliters.
- (16) 360 milliliters.
- (17) 355 milliliters.
- (18) 330 milliliters.
- (19) 300 milliliters.
- (20) 250 milliliters.
- (21) 200 milliliters.
- (22) 187 milliliters.
- (23) 180 milliliters.
- (24) 100 milliliters.
- (25) 50 milliliters.

* * * * *

PART 5—LABELING AND ADVERTISING OF DISTILLED SPIRITS

■ 4. The authority citation for part 5 continues to read as follows:

Authority: 26 U.S.C. 5301, 7805, 27 U.S.C. 205 and 207.

■ 5. Revise § 5.203 to read as follows:

§ 5.203 Standards of fill (container sizes).

(a) *Authorized standards of fill.* The following metric standards of fill are authorized for distilled spirits, whether domestically bottled or imported:

- (1) 3.75 Liters.
- (2) 3 Liters.
- (3) 2 Liters.
- (4) 1.8 Liters.
- (5) 1.75 Liters.
- (6) 1.5 Liters.
- (7) 1.00 Liter.
- (8) 945 mL.
- (9) 900 mL.
- (10) 750 mL.
- (11) 720 mL.
- (12) 710 mL.
- (13) 700 mL.
- (14) 570 mL.
- (15) 500 mL.
- (16) 475 mL.
- (17) 375 mL.
- (18) 355 mL.
- (19) 350 mL.
- (20) 331 mL.
- (21) 250 mL.
- (22) 200 mL.
- (23) 187 mL.
- (24) 100 mL.
- (25) 50 mL.

(b) *Spirits bottled using outdated standards.* Paragraph (a) of this section does not apply to:

(1) Imported distilled spirits in the original containers in which entered into customs custody prior to January 1, 1980; or

(2) Imported distilled spirits bottled or packed prior to January 1, 1980, and certified as to such in a statement signed by an official duly authorized by the appropriate foreign government.

PART 24—WINE

■ 6. The authority citation for part 24 continues to read as follows:

Authority: 5 U.S.C. 552(a); 26 U.S.C. 5001, 5008, 5041, 5042, 5044, 5061, 5062, 5121, 5122–5124, 5173, 5206, 5214, 5215, 5351, 5353, 5354, 5356, 5357, 5361, 5362, 5364–5373, 5381–5388, 5391, 5392, 5511, 5551, 5552, 5661, 5662, 5684, 6065, 6091, 6109, 6301, 6302, 6311, 6651, 6676, 7302, 7342, 7502, 7503, 7606, 7805, 7851; 31 U.S.C. 9301, 9303, 9304, 9306.

■ 7. In § 24.255:

■ a. Revise paragraph (b); and

■ b. Remove the parenthetical authority citation at the end of the section.

The revision reads as follows:

§ 24.255 Bottling or packing wine.

* * * * *

(b) *Bottle or other container fill.* (1) Proprietors of bonded wine premises and taxpaid wine bottling house premises must fill bottles or other containers as nearly as possible to conform to the amount shown on the label or blown in the bottle or marked on any container other than a bottle. However, in no event may the amount of wine contained in any individual bottle, due to lack of bottle uniformity, vary from the amount stated more than plus or minus:

- (i) 1.0 percent for 15.0 liters and above;
- (ii) 1.5 percent for 14.9 liters to 1.0 liter;
- (iii) 2.0 percent for 750 mL to 550 mL;
- (iv) 2.5 percent for 500 mL to 473 mL;
- (v) 3.0 percent for 375 mL to 300 mL;
- (vi) 4 percent for 250 mL and 200 mL;
- (vii) 4.5 percent for 187 mL to 100 mL; and
- (viii) 9.0 percent for 50 mL.

(2) In such case, there will be substantially as many bottles overfilled as there are bottles underfilled for each lot of wine bottled. Short-filled bottles or other containers of wine which are sold or otherwise disposed of by the proprietor to employees for personal consumption need not be labeled, but, if labeled, need not show an accurate statement of net contents.

* * * * *

Signed: January 3, 2025.

Mary G. Ryan,
Administrator.

Approved: January 3, 2025.

Aviva R. Aron-Dine,
Deputy Assistant Secretary for Tax Policy.
[FR Doc. 2025–00271 Filed 1–8–25; 8:45 am]

BILLING CODE 4810–31–P

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

29 CFR Part 1602

RIN 3046–AB28

Recordkeeping and Reporting Requirements Under Title VII, the ADA, GINA, and the PFWA

AGENCY: Equal Employment Opportunity Commission.

ACTION: Final rule.

SUMMARY: The Equal Employment Opportunity Commission (“EEOC” or “Commission”) is issuing a final rule amending its regulations regarding recordkeeping and reporting requirements to delegate authority for making determinations on hardship exemption applications, to set forth the procedure for applying for exemptions, and to provide a non-exhaustive list of criteria for considering exemption applications.

DATES: Effective January 10, 2025.

FOR FURTHER INFORMATION CONTACT: Gary Hozempa, Senior Attorney, at (202) 921–2672 or Gary.Hozempa@eeoc.gov, or Lynn Dickinson, Senior Attorney, at (202) 921–2559 or Lynn.Dickinson@eeoc.gov, Office of Legal Counsel, U.S. Equal Employment Opportunity Commission. Requests for this document 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: On October 11, 2024, the EEOC published in the **Federal Register** a Notice of Proposed Rulemaking (“NPRM”) announcing its proposal to amend 29 CFR part 1602 by creating a new subpart addressing applications for exemptions that will be applicable to all EEO reports. This new subpart will replace the existing separate provisions addressing undue hardship applications for the six EEO reports; therefore, the NPRM also proposed to remove and reserve 29 CFR 1602.10, 1602.18, 1602.25, 1602.35, 1602.44, and 1602.53. This new subpart will apply to all EEO reports as now constituted or subsequently modified.

In addition, the Commission proposed to revise its regulations to: (1) delegate to its Chief Data Officer (CDO) or the CDO’s designee¹ the authority to make determinations on exemption applications; (2) establish express

¹ References to the CDO in this final rule include the CDO’s designee.

procedures for exemption applications; and (3) delineate the criteria that are used for assessing exemption applications.

Comments

The EEOC received two brief comments from individuals. Both comments emphasized the importance of efficiency when the EEOC processes hardship exemptions. Neither comment suggested changes to the text of the proposed rule.

The final rule adopts all amendments proposed in the NPRM without any revisions.

Regulatory Procedures

Executive Order 12866

The Commission has complied with the principles in section 1(b) of Executive Order 12866, Regulatory Planning and Review. This final rule is not a “significant regulatory action” under section 3(f) of the order and does not require an assessment of potential costs and benefits under section 6(a)(3) of the order.

Paperwork Reduction Act

The Paperwork Reduction Act (44 U.S.C. chapter 35) (PRA) applies to rulemakings in which an agency creates a new paperwork burden on regulated entities or modifies an existing burden. This final rule imposes no new information collection requirements on the public, and therefore it will create no new paperwork burdens or modifications to existing burdens that are subject to review by the Office of Management and Budget under the PRA.

Regulatory Flexibility Act

The Commission certifies under 5 U.S.C. 605(b) that this final rule will not have a significant economic impact on a substantial number of small entities. To the extent that it affects small entities, it merely clarifies the process for requesting exemptions. For this reason, a regulatory flexibility analysis is not required.

Unfunded Mandates Reform Act of 1995

This final rule will not result in the expenditure by State, local, or tribal governments, in the aggregate, or by the private sector, of \$100 million or more in any one year, and it will not significantly or uniquely affect small governments. To the extent that it may apply to state or local government reporting requirements, it merely clarifies the process for requesting exemptions. Therefore, no actions were deemed necessary under the provisions

of the Unfunded Mandates Reform Act of 1995.

Congressional Review Act

This final rule does not substantially affect the rights or obligations of non-agency parties and, accordingly, it is not a “rule” pursuant to the Congressional Review Act. Therefore, the reporting requirement of 5 U.S.C. 801 does not apply.

List of Subjects in 29 CFR Part 1602

Administrative practice and procedure, Equal employment opportunity, Reporting and recordkeeping requirements.

Accordingly, for the reasons discussed in the preamble, the Equal Employment Opportunity Commission amends 29 CFR part 1602 as follows:

PART 1602—RECORDKEEPING AND REPORTING REQUIREMENTS UNDER TITLE VII, THE ADA, GINA, AND THE PWFA

■ 1. The authority citation for 29 CFR part 1602 continues to read as follows:

Authority: 42 U.S.C. 2000e–8, 2000e–12; 44 U.S.C. 3501 *et seq.*; 42 U.S.C. 12117; 42 U.S.C. 2000ff–6; 42 U.S.C. 2000gg–2.

§§ 1602.10, 1602.18, 1602.25, 1602.35, 1602.44, and 1602.53 [Removed and Reserved]

■ 2. Remove and reserve §§ 1602.10, 1602.18, 1602.25, 1602.35, 1602.44, and 1602.53.

■ 3. Add subpart S, consisting of §§ 1602.57 and 1602.58, to read as follows:

Subpart S—Exemption From Reporting Requirements

Sec.

1602.57 Procedures.

1602.58 Consideration of exemption requests.

Subpart S—Exemption From Reporting Requirements

§ 1602.57 Procedures.

(a) If a filer claims that the preparation or filing of the report would create undue hardship, the filer may apply to the Commission for an exemption from the requirements set forth in this part by submitting a written exemption application according to the applicable collection’s accompanying instructions. Filers must demonstrate with specific facts (and supporting documentation, as appropriate) how preparing or filing the report would create undue hardship.

(b) The Commission hereby delegates to its Chief Data Officer (CDO), or the CDO’s designee, authority to make

determinations on applications for exemptions under this subpart.

(1) The CDO shall expeditiously issue a written determination notifying the filer of the disposition of the exemption application.

(2) If the CDO denies the application for an exemption, the CDO will notify the filer in writing of the following:

(i) The deadline for filing the report, which will be at least 30 calendar days after the CDO’s determination; and

(ii) That the filer may bring a civil action in the United States District Court for the district where the filer’s records are kept, pursuant to 42 U.S.C. 2000e–8(c).

(c) While an application is pending, the filer must continue to collect and prepare the data required for the report in case the exemption request is denied.

(d) The CDO will report annually to the Commission the number of exemption applications received and the determinations made on those applications and will make the applications and written determinations available to the Commission.

§ 1602.58 Consideration of exemption requests.

(a) The CDO, or the CDO’s designee, will consider the facts and circumstances presented in each application, including but not limited to:

(1) The nature and extent of the filer’s efforts to collect and retain the required information;

(2) The degree to which the filer attempted to anticipate and preempt any problems in collecting and retaining the required information;

(3) The filer’s prior data reporting history, including whether the filer previously failed to submit a report or requested an exemption, and if so, whether such exemption was granted;

(4) The degree to which the circumstances are beyond the filer’s control or are extraordinary; and

(5) The degree to which compliance has been rendered impracticable or impossible (*e.g.*, due to natural disaster or data loss).

(b) The filer bears the burden to demonstrate that the reporting requirement would result in undue hardship.

(c) Circumstances that generally will not form the basis of a finding of undue hardship include, but are not limited to:

(1) A filer’s number of establishments alone;

(2) A filer’s lack of knowledge about the reporting requirements;

(3) Routine or purposeful data expungement by the filer or a third party; and

(4) A filer’s failure to plan for adequate data security, maintenance, or transfer (e.g., data loss due to a change in vendor or employee succession where the filer or vendor failed to back up the data).

Dated: December 31, 2024.

Charlotte A. Burrows,
Chair, Equal Employment Opportunity Commission.

[FR Doc. 2024–31751 Filed 1–8–25; 8:45 am]

BILLING CODE 6570–01–P

DEPARTMENT OF THE INTERIOR

Office of Natural Resources Revenue

30 CFR Part 1241

[Docket No. ONRR–2022–0003; DS63644000 DR2000000.CH7000 256D1113RT]

RIN 1012–AA37

2025 Civil Monetary Penalty Inflation Adjustments

AGENCY: Office of Natural Resources Revenue (“ONRR”), Interior.

ACTION: Final rule.

SUMMARY: Pursuant to the Federal Civil Penalties Inflation Adjustment Act of 1990, as amended by the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015 (referred to herein as the “Inflation Adjustment Acts”), and Office of Management and Budget (“OMB”) guidance, ONRR is adjusting for inflation the civil monetary penalty (“CMP”) amounts it assesses under the Federal Oil and Gas Royalty Management Act of 1982 (“FOGRMA”).

DATES: This rule is effective on January 10, 2025.

FOR FURTHER INFORMATION CONTACT: For questions on procedural issues, contact Ginger Hensley, Regulatory Specialist, by telephone at (303) 231–3171 or by email to *Ginger.Hensley@onrr.gov*. For questions on technical issues, contact Michael Marchetti, Enforcement & Financial Compliance Program Manager, by telephone at (303) 231–3125 or by email to *Michael.Marchetti@onrr.gov*.

SUPPLEMENTARY INFORMATION:

- I. Background
- II. ONRR’s Inflation-Adjusted Maximum Rates
- III. Procedural Matters
 - A. Regulatory Planning and Review (Executive Orders 12866, 13563, and 14094)
 - B. Regulatory Flexibility Act
 - C. Congressional Review Act
 - D. Unfunded Mandates Reform Act
 - E. Takings (Executive Order 12630)
 - F. Federalism (Executive Order 13132)
 - G. Civil Justice Reform (Executive Order 12988)
 - H. Consultation With Indian Tribes (Executive Order 13175)
 - I. Paperwork Reduction Act
 - J. National Environmental Policy Act
 - K. Effects on the Energy Supply (Executive Order 13211)
 - L. Clarity of This Regulation
 - M. Administrative Procedure Act

I. Background

FOGRMA, at 30 U.S.C. 1719(a)–(d), authorizes the Secretary of the Interior (“Secretary”) to assess CMPs for royalty reporting and other violations. Pursuant to the authority delegated to it by the Secretary, ONRR published regulations at 30 CFR part 1241 implementing the

Secretary’s CMP authority. The Inflation Adjustment Acts require Federal agencies to publish annual CMP inflation adjustments in the **Federal Register** by January 15 of each year.

The Inflation Adjustment Acts and OMB Memorandum No. M–25–02, dated December 17, 2024 (“OMB Memorandum”) specify that the annual inflation adjustments are based on the percent change between the Consumer Price Index for all Urban Consumers (“CPI–U”) published by the Department of Labor for the month of October in the year of the previous adjustment, and the October CPI–U for the preceding year. The OMB Memorandum further specifies that the cost-of-living adjustment multiplier for CY 2025, not seasonally adjusted, is 1.02598 (October 2024 CPI–U (315.664)/October 2023 CPI–U (307.671) = 1.02598). ONRR used this guidance to calculate required inflation adjustments. Pursuant to the Inflation Adjustment Acts, any increases in CMPs are rounded to the nearest whole dollar and the new maximum penalty rates apply to CMPs assessed after the date the increase takes effect.

II. ONRR’s Inflation-Adjusted Maximum Rates

This final rule increases the maximum CMP dollar amounts for each of the four violation categories identified in 30 U.S.C. 1719(a)–(d) and implemented by 30 CFR part 1241. The following table identifies the applicable ONRR regulations, the dollar amounts set forth in the regulations, and the adjusted amounts.

30 CFR citation	Current maximum penalty	2025 Inflation adjustment multiplier	2025 Adjusted maximum penalty
1241.52(a)(2)	\$1,522	1.02598	\$1,562
1241.52(b)	15,232	1.02598	15,628
1241.60(b)(1)	30,461	1.02598	31,252
1241.60(b)(2)	76,155	1.02598	78,134

III. Procedural Matters

A. Regulatory Planning and Review (Executive Orders 12866, 13563, and 14094)

Executive Order (“E.O.”) 12866, as reaffirmed by E.O. 13563 and E.O. 14094, provides that the Office of Information and Regulatory Affairs (“OIRA”) in the OMB will review all significant rules. OIRA has determined that agency regulations intended only to implement the annual inflation adjustments are not significant, provided they are consistent with the OMB Memorandum. Because ONRR is

only implementing the annual inflation adjustments in this final rule, this rule is not significant under E.O. 12866.

E.O. 13563 reaffirms the principles of E.O. 12866 while calling for improvements in the United States’ regulatory system to promote predictability, reduce uncertainty, and use the most innovative and least burdensome tools for achieving regulatory ends. E.O. 13563 directs agencies to consider regulatory approaches that reduce burdens and maintain flexibility and freedom of choice for the public where these approaches are relevant, feasible, and

consistent with regulatory objectives. E.O. 13563 emphasizes that regulations must be based on the best available science and that the rulemaking process must allow for public participation and an open exchange of ideas. ONRR developed this rule in a manner consistent with these requirements.

B. Regulatory Flexibility Act

This rule will not have a significant economic effect on a substantial number of small entities under the Regulatory Flexibility Act (“RFA”), 5 U.S.C. 601, *et seq.*, because the rule only makes an adjustment for inflation. The Federal