

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
DEPARTMENT OF LABOR  
AND THE  
NATIONAL COUNCIL OF FIELD LABOR LOCALS, AFGE, AFL-CIO**

**I. Introduction:**

This is a Memorandum of Understanding (MOU) entered into between the U.S. Department of Labor (DOL) and the National Council of Field Labor Locals (NCFLL), AFGE, AFL-CIO, in accordance with the applicable provisions of the Master DOL-NCFLL Agreement.

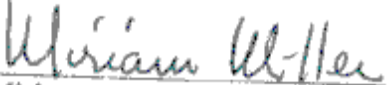
**II. Subject:**


This MOU concerns the impact and implementation of DLMS 5-200 (Privacy Act).

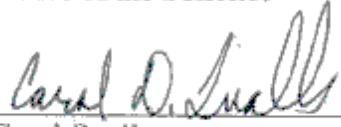
**III. Terms of Agreement:**

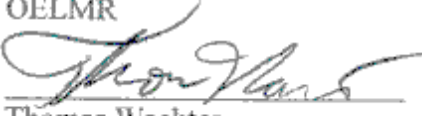
1. In order to make it easier for employees to find the reference materials they need to understand and use DLMS 5-200, the internet posted version will have hyperlinks connecting it to all laws, rules and regulations referenced in this DLMS.
2. The Department will inform FOIA Disclosure Officers to coordinate with the Co-Counsel for Administrative Law in the Solicitor's office when a FOIA Disclosure Officer receives a non-routine third party FOIA request for personal information, including information obtainable under DLMS 5-222, about a DOL employee.
3. The employee is to be notified of the request within a reasonable time. Normally, notification to the employee will be made prior to the disclosure.
4. The employee may request a copy of the request and response through the FOIA process.

**FOR THE DEPARTMENT**

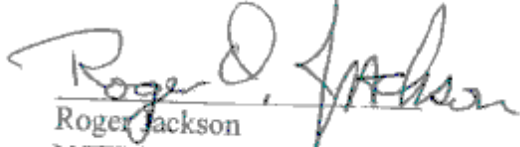
  
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**FOR THE NCFL**

  
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Bill Henson  
NCFL Vice President

October 21, 2004  
Date