

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL ASSOCIATION of LETTER CARRIERS, AFL-CIO**

**Re: Annual Leave Carryover for Leave Year 2025**

The parties agree that for leave year 2025, regular work force career employees covered by the USPS-NALC Agreement may carry over 520 hours of accumulated annual leave from leave year 2024 to leave year 2025.

In all other respects, the Employee and Labor Relations Manual (ELM) provisions for payment of accumulated leave are not changed because of this Memorandum.

This MOU will expire with the conclusion of the 2025 Leave Year.



Thomas J. Blum  
Vice President, Labor Relations  
United States Postal Service



Paul Barner  
Executive Vice President  
National Association of Letter Carriers, AFL-CIO

Date: June 21, 2024