

Memorandum of Understanding  
Re: One-Time Retirement Incentive

Questions & Answers

Addendum

1. If an employee is under the age of 60, met their *Minimum Retirement Age (MRA)*, and have at least 20 years of service but less than 30 years of service, will they be retiring under “Optional” or “Voluntary Early Out” (VER) provisions?

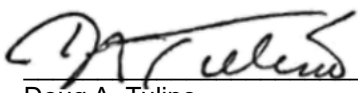
Response: This population of employees will be processed as Voluntary Early Retirement (VER). Updated VER annuity estimates are being mailed to employee’s home addresses. In addition, they will be mailed the appropriate “Acknowledgement of Irrevocability” form. Their retirement separation PS-Form 50 will be processed as NOA Code 303 – Retirement Special Option and annotated as VER.

2. If an employee is taking an “optional” retirement, will they be required to wait until April 30, 2025 to retire?

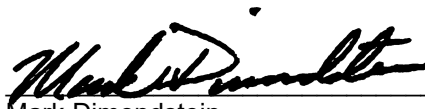
Response: Per the MOU, eligibility for optional and VER retirement with incentive is based on an April 30, 2025 effective date. Effective the date of the MOU (January 13, 2025), eligible employees who had a previously scheduled retirement date that is earlier than April 30, 2025, may retire on their scheduled retirement date and receive the incentive.

3. If an employee submits retirement paperwork and is a member of one of the “limited” groups (Maintenance, Motor Vehicle, HRSSC, HQ Facility Services (Washington), Administration and Building Support (Merrifield), National Material Customer Service Center, and NPPN) and falls outside the allowable percentages under the MOU, will they still have to retire, but without the incentive?

Response: No, they will not be required to retire. Optional employees who still wish to retire, may do so but they will not receive the retirement incentive. If they do not wish to retire, they will have the opportunity to withdraw their application for retirement by contacting the HRSSC. Applications for VER eligible employees over the caps will be canceled.



Doug A. Tulino  
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United States Postal Service



Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: February 14, 2025

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