

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION-AFL-CIO
COVERING THE HUMAN RESOURCES SHARED
SERVICES CENTER**

Re: Annual Leave Carryover for Leave Year 2025


The parties agree that for leave year 2025 only, HRSSC career employees covered by the USPS-HRSSC Agreement may carry over 520 hours of accumulated annual leave from leave year 2024 to leave year 2025. The parties agree that all HRSSC employees must ensure that they are fully compliant with the bargaining unit leave carryover limits set forth in the Employee and Labor Relations Manual (ELM) by the *end* of the 2025 calendar year.

In all other respects, the 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



Charlie Cash
Director, Industrial Relations
American Postal Workers Union, AFL-CIO

Date: June 12, 2024

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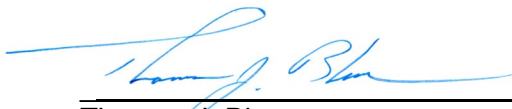
Re: Annual Leave Exchange for Leave Year 2025

The parties agree that HRSSC career employees will be allowed to sell a maximum of eighty (80) hours of annual leave prior to the beginning of leave year 2025 provided the following two (2) criteria are met:

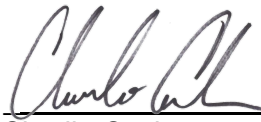
1. The employee must be at the maximum leave carryover ceiling at the start of the leave year, and
2. The employee must have used fewer than 75 sick leave hours in leave year 2024.

In all other respects, the provisions of the Annual Leave Exchange program will remain unchanged.

This MOU will expire with the conclusion of the 2025 leave year.



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



Charlie Cash
Director, Industrial Relations
American Postal Workers Union, AFL-CIO

Date: June 12, 2024