

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL PROFESSIONAL  
NURSES/AMERICAN POSTAL WORKERS UNION-  
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-NPPN 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



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 NPPN career employees will be allowed to sell back 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



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Director, Industrial Relations  
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Date: June 12, 2024