

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

Re: Monetization of Annual Leave for Leave Year 2027

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

1. The employee must be at the maximum leave carry-over ceiling at the start of the leave year as currently defined in section 512.321 of the Employee and Labor Relations Manual (ELM); and
2. The employee must have used fewer than 75 sick leave hours in the leave year immediately preceding the year for which the leave is being exchanged.

This MOU applies to the 2027 leave year.



Michael J. Elston
Vice President
Labor Relations United States Postal
Service

Date: Sept. 3, 2026



Brian L. Renfroe
President
National Association of Letter Carriers,
AFL-CIO

Date: September 3, 2026