

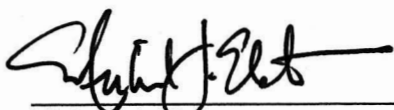
**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Annual Leave Carryover for Leave Year 2027

The parties agree that for leave year 2027, regular work force career employees covered by the USPS-NALC Agreement may carry over 520 hours of accumulated annual leave from leave year 2026 to leave year 2027.

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 2027 Leave Year.



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

Date:

Sept. 3, 2026



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

Date:

September 3, 2026