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

Re: Monetization of Annual Leave

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; 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.

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

Date: 9/5/2025

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

Date: 9/5/2025