**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 2026**

The parties agree that for leave year 2026, regular work force career employees covered by the USPS-NALC Agreement may carry over 520 hours of accumulated annual leave from leave year 2025 to leave year 2026.

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 2026 Leave Year.

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