

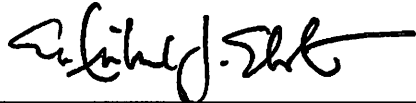
**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

**Re: Annual Leave Carryover**

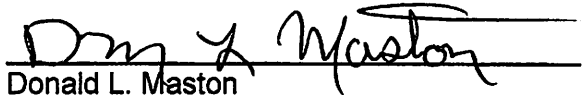
The parties agree that for leave year 2026, regular work force career employees covered by the USPS-NRLCA Agreement may carry over 520 hours of accumulated annual leave from leave year 2025 to leave year 2026, and similarly from leave year 2026 to 2027.

In all other respects, the Employee and Labor Relations Manual (ELM) provisions for payment of accumulated leave remain unchanged by this Memorandum.

This MOU will expire with the conclusion of the 2027 leave year.



\_\_\_\_\_  
Michael J. Elston  
Vice President  
Labor Relations



\_\_\_\_\_  
Donald L. Maston  
President  
National Rural Letter Carriers' Association

Date: August 15, 2025