

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL MAIL HANDLERS UNION,  
A DIVISION OF LIUNA, AFL-CIO**

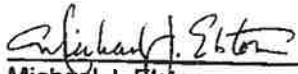
**Re: Annual Leave Exchange for Leave Year 2027**

The parties agree that NPMHU career employees will be allowed to sell back a maximum of eighty (80) hours of annual leave prior to the beginning of Leave Year 2027 provided the following two (2) criteria are met:

1. The employee must be at the maximum leave carryover ceiling at the start of the Leave Year; and
2. The employee must have used fewer than seventy-five (75) sick leave hours in Leave Year 2026.

In all other respects, the provisions of the Annual Leave Exchange program will remain unchanged.

This MOU will expire with the conclusion of the 2027 Leave Year.

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

06/30/2026

  
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Paul V. Hogrogian  
President  
National Postal Mail Handlers Union,  
A Division of LIUNA, AFL-CIO