

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE UNITED STATES POSTAL SERVICE
AND THE
NATIONAL POSTAL PROFESSIONAL NURSES
OF THE
AMERICAN POSTAL WORKERS UNION, 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-APWU NPPN Agreement may carry over 520 hours of accumulated annual leave from leave year 2025 to leave year 2026.

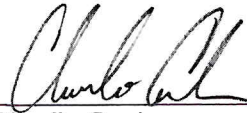
In all other respects, the Employee and Labor Relations Manual (ELM) provisions for payment of accumulated leave are not changed because of this Memorandum.

This MOU will expire with the conclusion of the 2026 leave year.



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

Date: September 29, 2025



Charlie Cash
Director, Industrial Relations
American Postal Workers Union, AFL-CIO

Date: September 29, 2025

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE UNITED STATES POSTAL SERVICE
AND THE
NATIONAL POSTAL PROFESSIONAL NURSES
OF THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

Re: Annual Exchange for Leave Year 2026

The parties agree that NPPN career employees covered by the USPS-APWU NPPN agreement will be allowed to sell back a maximum of eighty (80) hours of annual leave prior to the beginning of leave year 2026 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 75 sick leave hours in leave year 2025.

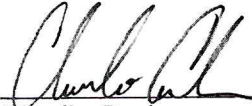
In all other respects, the provisions of the Annual Leave Exchange program will remain unchanged.

This MOU will expire with the conclusion of the 2026 leave year.



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

Date: September 29, 2025



Charlie Cash
Director, Industrial Relations
American Postal Workers Union, AFL-CIO

Date: September 29, 2025