



# National Postal Mail Handlers Union

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**Paul V. Hogrogian**  
*National President*

**Kevin P. Tabarus**  
*National Secretary-Treasurer*

**June Harris**  
*Vice President  
Central Region*

**John A. Gibson**  
*Vice President  
Eastern Region*

**Daniel W. St. Marie**  
*Vice President  
Northeastern Region*

**John (J.R.) Macon**  
*Vice President  
Southern Region*

**Don J. Sneesby**  
*Vice President  
Western Region*

July 10, 2025

To: Local Presidents  
Regional Directors/Representatives  
National Executive Board

From: Paul V. Hogrogian, National President  
Kevin Tabarus, National Secretary-Treasurer  
Teresa Harmon, Manager, Contract Administration

Re: New Memoranda of Understanding - Annual Leave Carryover for Leave Year 2026 and Annual Leave Exchange Option for Leave Year 2026

Please find enclosed a copy of two new Memoranda of Understanding that expands annual leave benefits for the 2026 leave year.

The first MOU allows for additional Annual Leave Carryover for the 2026 Leave Year. In the 2022 National Agreement, the MOU on Annual Leave Carryover allows regular work force employees to carryover 440 hours of accumulated annual leave. The new MOU on Annual Leave Carryover for Leave Year 2026 expands that limit and allows regular work force employees to carryover 520 hours of accumulated leave from leave year 2025 to leave year 2026.

The second MOU deals with the Annual Leave Exchange Option for the 2026 Leave Year. The Annual Leave Exchange Option MOU for Leave Year 2026 will allow career employees to sell back a maximum of 80 hours of annual leave prior to the beginning of the leave year provided the following criteria is met: 1) The employee must be at the maximum leave carryover ceiling (440 hours) at the start of the leave year and 2) the employee must have used fewer than 75 sick leave hours in the 2025 leave year. Normally the maximum amount of hours that may be sold back under the 2022 National Agreement MOU on Annual Leave Exchange Option is limited to 40 hours.

If you have any questions, please contact the National Contract Administrative Department.

**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 2026**

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 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 seventy-five (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.



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



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

Date: 07/10/2025

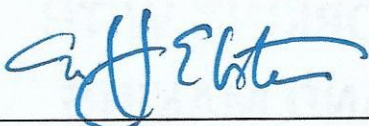
**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL MAIL HANDLERS UNION,  
A DIVISION OF LIUNA, AFL-CIO**

**Re: Annual Leave Carryover for Leave Year 2026**

The parties agree that for Leave Year 2026, regular work force career employees covered by the USPS/NPMHU National 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



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

Date: 07/10/2025