



National Postal Mail Handlers Union

Paul V. Hogrogian
National President

Michael J. Hora
National Secretary-Treasurer

June Harris
Vice President
Central Region

John A. Gibson
Vice President
Eastern Region

David E. Wilkin
Vice President
Northeastern Region

Lawrence B. Sapp
Vice President
Southern Region

Don J. Sneesby
Vice President
Western Region

September 3, 2020

To: Local Presidents
Regional Directors/Representatives
National Executive Board

From: Paul V. Hogrogian, National President *PVH*
Michael J. Hora, National Secretary-Treasurer *MJH*
Teresa Harmon, Manager, Contract Administration *TH*

Re: New Memoranda of Understanding - Annual Leave Carryover for Leave Year 2021 and Annual Leave Exchange Option for Leave Year 2021

Please find enclosed a copy of two new Memoranda of Understanding that expands annual leave benefits for the 2021 leave year.

The first MOU allows for additional Annual Leave Carryover for the 2021 Leave Year. In the 2019 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 2021 expands that limit and allows regular work force employees to carryover 520 hours of accumulated leave from leave year 2020 to leave year 2021.

The second MOU deals with the Annual Leave Exchange Option for the 2021 Leave Year. The Annual Leave Exchange Option MOU for Leave Year 2021 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 (excluding emergency sick leave taken under the Family First Coronavirus Response Act) in the 2020 leave year. Normally the maximum amount of hours that may be sold back under the 2019 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**

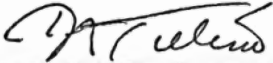
Re: Annual Leave Exchange Option for Leave Year 2021

The parties agree that mail handler career employees will be allowed to sell back a maximum of eighty (80) hours of annual leave prior to the beginning of leave year 2021 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 (excluding emergency sick leave taken under the Family First Coronavirus Response Act) in leave year 2020.

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

This MOU will expire December 31, 2021.



Doug A. Tulino
Vice President, Labor Relations
United States Postal Service

8-27-2020



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

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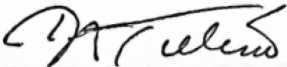
**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, AFL-CIO**

Re: Annual Leave Carryover for Leave Year 2021

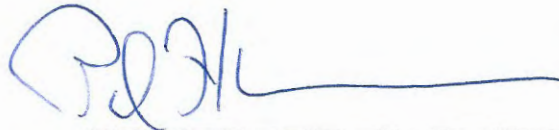
The parties agree that for leave year 2021, regular work force career employees covered by the USPS-NPMHU Agreement may carry over 520 hours of accumulated annual leave from leave year 2020 to leave year 2021.

In all other respects, the ELM provisions for payment of accumulated leave are not changed because of this Memorandum.

This MOU will expire December 31, 2021.



Doug A. Tulino
Vice President, Labor Relations
United States Postal Service



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