

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

**Re: Annual Leave Carryover for Leave Year 2023**

The parties agree that for leave year 2023, regular work force career employees covered by the USPS-NRLCA Agreement may carry over 520 hours of accumulated annual leave from leave year 2022 to leave year 2023.

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, 2023



**Thomas J Blum  
Vice President (A)  
Labor Relations  
U.S. Postal Service**



**Ronnie Stutts  
President  
National Rural Letter Carriers'  
Association**