

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

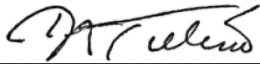
**Re: Annual Leave Exchange for Leave Year 2021**

The parties agree that APWU 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.



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



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Mark Dimondstein  
President  
American Postal Workers  
Union, AFL-CIO