Union Family,

I have received multiple questions on the annual leave advancement for leave year 2023. People are asking about why this year's (2023) leave year was less than last year. The answer is simple: Leave year 2022 had 27 pay periods and leave year 2023 has 26 pay periods. This is for *Full-time Career employees. PSEs and PTFs get 40 hours advanced no matter their leave earning category.*

Here is the math:

Leave year 2022 had 27 pay periods because of the "First Full Pay Period of the Year" language. Leave year 2022 started on January 1, 2022 which was the start of pp 2-2022. Leave year 2023 started on January 24, 2023 ([you can find the calendars in the back of the CBA starting on page 540](#)) In leave year 2022 the following would have been advanced:

8 hour category: 27x8=216 hours
6 hour category: 27x6=162 hours
4 hour category: 27x4=108 hours

You then have to subtract one pay period of "earned leave" because it was already earned, so in leave year 2022 employees in the following categories should have been advanced:

8 hour category: 208 hours
6 hour category: 156 hours
4 hour category: 104 hours

For 2023, the leave year has 26 pay periods so the advanced is:

8 hour category: (26x8=208 hours)-(1 pay period of "earned leave"[8 hours])=200 hours
6 hour category: (26x6=156 hours)-(1 pay period of "earned leave"[6 hours])=150 hours
4 hour category: (26x4=104 hours)-(1 pay period of "earned leave"[4 hours])=100 hours

Hope that helps. You can share if you want or respond as questions come in.

Thank you and remember—stay safe, wear your mask!
Charlie Cash
Industrial Relations Director
American Postal Workers Union, AFL-CIO