

OFFICE OF THE GENERAL COUNSEL
Division of Operations-Management

MEMORANDUM OM 26-01

November 17, 2025

TO: All Regional Directors, Officers-in-Charge, and
Resident Officers

FROM: Joan A. Sullivan, Associate General Counsel

SUBJECT: Board's Interest Rate Remains at [7 Percent](#) for the Fourth Quarter, Calendar
Year 2025

Pursuant to *New Horizons*, 283 NLRB 1173 (1987), the rate used to calculate interest on backpay and other monetary remedies provided for in Board orders is based on the rate assessed by the Internal Revenue Service on the underpayment of taxes. This is to advise you that the rate assessed for the fourth quarter of calendar¹ year 2025, October 1, 2025, to December 31, 2025, will remain at 7 percent.

Following is a listing of the rates to be used to calculate interest on Board monetary awards during the time periods indicated:

January 1, 2009	To	March 31, 2009	5 percent
April 1, 2009	To	December 31, 2010	4 percent
January 1, 2011	To	March 31, 2011	3 percent
April 1, 2011	To	September 30, 2011	4 percent
October 1, 2011	To	March 31, 2016	3 percent
April 1, 2016	To	March 31, 2018	4 percent
April 1, 2018	To	December 31, 2018	5 percent
January 1, 2019	To	June 30, 2019	6 percent
July 1, 2019	To	June 30, 2020	5 percent
July 1, 2020	To	March 31, 2022	3 Percent
April 1, 2022	To	June 30, 2022	4 Percent
July 1, 2022	To	September 30, 2022	5 Percent
October 1, 2022	To	December 31, 2022	6 Percent
January 1, 2023	To	September 30, 2023	7 Percent
October 1, 2023	To	December 31, 2024	8 Percent
January 1, 2025	To	December 31, 2025	7 Percent

/s/
J.A.S.

cc: NLRBU
Release to the Public

¹ The Agency has historically reported interest rates according to the fiscal year quarter. However, to align with the Internal Revenue Service (IRS), the Agency is adjusting its practice, beginning with this memorandum, to utilize calendar quarters. Consequently, while the title of this memorandum may appear to conflict with [OM 25-07](#) (both reference a "fourth quarter"), distinct periods of time are implicated.