

NORWALK WELCOMES A NEW BUSINESS WITH A RIBBON CUTTING EVENT

On Thursday, July 8th the Norwalk Chamber welcomed a new business to town by holding a Ribbon Cutting Event. Sal Psychiatry Services opened their doors here in Norwalk in 2020, but due to COVID restrictions were unable to have their Ribbon Cutting until this year. Sal Psychiatry Services is located at 13132 Studebaker Rd. Suite 10, here in Norwalk. Salisu Aikoye, MD is the doctor and Ruth Aikoye is the business manager at Sals Psych. They are bringing a much needed resource to the Norwalk Community.

Salisu Aikoye, MD, is a double board-certified adult and addiction psychiatrist. At Sal Psychiatry Services, located in Norwalk, California, they adhere to strict controlled substance protocol. Dr. Salisu attended medical school at the University of Ibadan in Nigeria and completed his psychiatry residency at Ahmadu Bello University, Zaria in Nigeria. Dr. Salisu then completed a psychiatry residency at Central Michigan University, Saginaw, and completed his addiction psychiatry fellowship at the University of California, Los Angeles/VA. Dr. Salisu also obtained a master's in public health at the University of Southern California with a special interest in global mental health. He is a passionate and well-rounded psychiatrist known for his excellent listening skills, knowledge of psychiatry/dual diagnoses, and ability to work well with diverse patient populations. Dr. Salisu promotes evidence-based biological treatments with an emphasis on the role of psychotherapy in mental health care. He has years of experience working with veterans with PTSD and works well with all patients without bias or stigma. It is the great joy of his life to help and treat patients.

Services are provided in the areas of ADHS, Bipolar Disorder, Schizophrenia, Addiction, Alcoholism, OCD, PTSD and Depression and Anxiety. To find out more about their services or make an appointment visit <https://www.salpsych.com/> where you can make a confidential appointment.



Getting ready to cut the ribbon for Sal Psychiatry Services. Included in this photo (l to r) Ambassador Irma Macias, Community Family Guidance Center, Board Members Lucy Rodas, State Farm Insurance and Dora Sandoval, Norwalk Lions Club, Patrick Rafferty, CEO Coast Plaza Hospital, Norwalk City Council Member Ana Valencia, business owners Dr. Sal and Ruth Aikoye, Ambassador Joe Derthick, AFLAC, Norwalk Chamber President Jose Rios, TNG Realty and staff of Coast Plaza Hospital with additional family members.



Norwalk City Council Member Ana Valencia presents a Business Recognition Plaque celebrating the Ribbon Cutting. Pictured here are (l to r) Council Member Ana Valencia, Dr. Sal Aikoye and Ruth Aikoye, and Norwalk Chamber President Jose Rios, TNG Realty.



Presenting a certificate of congratulations from California State Senator Bob Archuleta to the new business. Pictured here are (l to r) Norwalk City Council Member Ana Valencia, Fred Zermeno, Field Representative Senator Bob Archuleta, Business Owners Dr. Sal and Ruth Aikoye and Norwalk Chamber President Jose Rios, TNG Realty.



Board Member Dora Sandoval presents the business with their Norwalk Chamber Membership Plaque. Pictured here are (l to r) Norwalk City Council Member Ana Valencia, Board Member Dora Sandoval, Norwalk Lions Club, Business Owners Dr. Sal and Ruth Aikoye and Norwalk Chamber President Jose Rios, TNG Realty.



Presenting a certificate of congratulations from California Assembly Member Lisa Calderon to the new business. Pictured here are (l to r) Norwalk City Council Member Ana Valencia, Albert Ruiz, Communications Director Assembly Member Lisa Calderon, Business Owners Dr. Sal and Ruth Aikoye and Norwalk Chamber President Jose Rios, TNG Realty.



President Elect Rich LeGaspi presents the business with a Ribbon Cutting Certificate. Pictured here are (l to r) Norwalk City Council Member Ana Valencia, President Elect Rich LeGaspi, TNT Fireworks, Business Owners Dr. Sal and Ruth Aikoye and Norwalk Chamber President Jose Rios, TNG Realty.



Norwalk Chamber Board and Ambassadors welcome Sal Psychiatry into the Chamber family. Pictured here (l to r) are: Ambassador Lori Herrera, Doubletree by Hilton, Norwalk, Board Member Lucy Rodas, State Farm Insurance, Ambassador Co-Chair, Irma Macias, Community Family Guidance Center, Board Member Dora Sandoval, Norwalk Lions Club, President Elect Rich LeGaspi, TNT Fireworks, Dr. Sal Aikoye, Ruth Aikoye, Norwalk City Council Member Ana Valencia, Ambassador Joe Derthick AFLAC and Norwalk Chamber Board President Jose Rios, TNG Realty, Rios & Garcia Team.



Getting ready to begin the Ribbon Cutting event are Norwalk Chamber Board President Jose Rios and President Elect Rich LeGaspi.



Waiting for the official Ribbon Cutting Event are Ruth and Dr. Sal Aikoye and Norwalk City Council Member Ana Valencia.





Attendees are waiting for the ribbon to be cut.

Norwalk Chamber of Commerce
14783 Carmenita Road, Norwalk, CA 90650

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AUGUST 2021

**SUPPORT LOCAL
RESTAURANT FUNDRAISER**

**IHOP
RESTAURANT DAY**

Wednesday, August 18th, 2021
All Day Long

12623 Norwalk Blvd
Norwalk CA 90650

Norwalk Chamber is Supporting Local by asking you to Shop Local on August 18th! Visit our featured Restaurant member, **IHOP**, that day to Stay Local!

NORWALK CHAMBER BUSINESS CONNECTIONS (NCBC) is the Official Publication of the Norwalk Chamber of Commerce.

Norwalk Chamber of Commerce

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Norwalk, CA 90650
Phone: 562.404.0909
FAX: 562.404.0911

Monday - Friday 9:30am - 5:30pm
www.norwalkchamber.com
info@norwalkchamber.com

Facebook:

http://on.fb.me/oB5EUM

PRESIDENT

JOSE RIOS

EXECUTIVE DIRECTOR

EDITOR, NCBC

CAREN SPILSBURY

CALENDAR OF EVENTS

CALENDAR OF EVENTS

PLEASE NOTE:

THESE DATES AND LOCATIONS COULD BE SUBJECT TO CHANGE DUE TO THE COVID-19 PANDEMIC

Friday, August 13th

Executive Committee
12 noon via ZOOM

Wednesday, August 18th

Board of Directors
9am via ZOOM

Wednesday, August 18th

Shop Local Day
IHOP Restaurant

Friday, August 27th

Paint Night Fundraiser
Virtual & In-person 7pm to 9pm

Tuesday, August 31st - Monday, September 6th

US Navy Fleet Week

Friday, September 24th

Bingo Night Fundraiser
7pm to 9pm via ZOOM

Monday, September 27th

Community Family Guidance Center
Annual Golf Tournament

SAVE THE DATE

Thursday, October 14th

Fall Festival Event
5:30pm to 10pm
Location: TBA

Saturday, October 23rd

9am to 10pm
Norwalk, Bellflower, Paramount
Relay for Life Reunion
Location: Norwalk City Hall Lawn



RENEWING MEMBERS

Renewing Members

The following companies and individuals renewed their membership with the Norwalk Chamber of Commerce and the services we provide are made possible by their support.

46 Years

Southern California Gas Company

Julia Emerson
800-427-2200
jemerson@SempraUtilities.com

42 Years

Norwalk Auto Auction

Louis Rudich
562-864-7464
<https://www.norwalkautoauction.com/>

40 Years

Okimotos Automotive Center
Roy Okimoto
562-926-7317

17 Years

AFLAC

Joseph Derthick
310-415-5693
joseph_derthick@us.aflac.com

14 Years

Norwalk Community Coordinating Council

Gordon Stefenhagen
President
www.ncccconline.us

10 Years

Personal Care Medical

Robert Salatinjants
562-406-7070

9 Years

Advanced Performance Parts

Yuri Marquez
yuri@appincusa.com

7 Years

The Sterling Insurance & Financial Group

Patty Contreras
909-946-0101
patty@thesterling-ins.com

4 Years

Cristina's Precious Flowers And Gifts

562-805-4747
cristinav1968@hotmail.com

Alpha Business Services

Angie Espinoza
866-272-6500
angie@alphabusinessservices.net

2 Years

Innocosma Inc.

Matthew Shin
866-970-9898
innocosma@gmail.com

New Members

United States Navy

Lt. Ryna Thlang
12440 Imperial Hwy #155
Norwalk CA 90650
800-872-6289
www.navy.com

American Lung Association

Janet Warnecke
5757 Wilshire Blvd. Suite 505
Los Angeles CA 90036
310-735-9177
janet.warnecke@lung.org

Palace Cleaners

Nicole Kim
12307 Norwalk Blvd.
Norwalk CA 90650
562-868-4394

NORWALK LIBRARY OFFICIALLY REOPENS

The Los Angeles County Library here on Imperial Hwy in Norwalk has been closed for renovations over the last year. On Wednesday, July 7th at 11am Los Angeles County Supervisor Janice Hahn, Norwalk Mayor Jennifer Perez, and Skye Patrick, Los Angeles County Library Director were on hand to welcome guests and share information about the Library reopening. After presentations were made to the speakers all were invited to walk over to the doors and watch the Ribbon being cut to celebrate the occasion. Once this was done everyone was invited to come inside and see all of the new changes to the Norwalk Library. Librarian Sue Kane showed guests around the various areas that were created to invite especially children to enjoy the library experience. New computers, new meeting rooms, new sitting areas, updated Veteran's Resource Center and more are on hand at the library for all visitors. Visit the library at 12350 Imperial Hwy in Norwalk to find all of the great new opportunities for learning and enjoying books in person.



On hand to celebrate the reopening of the Norwalk Library are (l to r) Norwalk Chamber Board Members Jason Perez, Mr. Rosewood Family Restaurant, Patty Contreras, The Sterling Insurance & Financial Group, Board President, Jose Rios, TNG Realty, Board Member Dora Sandoval, Norwalk Lions Club and Norwalk Mayor, Jennifer Perez.



Los Angeles County Supervisor Janice Hahn presents a Certificate for the Ribbon Cutting to Norwalk Mayor Jennifer Perez and Skye Patrick, Los Angeles County Library Director.



Los Angeles County Supervisor Janice Hahn and Norwalk Mayor Jennifer Perez getting ready for the official Ribbon Cutting Event for the Norwalk Library.



Inside the newly renovated Norwalk Library are (l to r) Norwalk City Manager Jesus Gomez, Chamber Board Member Gordon Stefenhagen, Norwalk Realty, Marilee Stefenhagen, Norwalk/SFS Soroptimist Club, Chamber Finance VP Karla Butler, Thompson & Associates, Norwalk Librarian Sue Kane, Chamber Board Member Patty Contreras, The Sterling Insurance & Finance Group, and Norwalk Chamber President Jose Rios, TNG Realty.



At the Norwalk Library Ribbon Cutting are (l to r) Norwalk Chamber Board President, Jose Rios, TNG Realty, Board Members Dora Sandoval, Norwalk Lions Club and Jason Perez, Mr. Rosewood Family Restaurant.

MESSAGE FROM THE PRESIDENT



Dear Norwalk Chamber Members,

Once again our County, State and the CDC have made changes in their requirements and recommendations for wearing masks. Because of the rise in cases and the discovery that vaccinated people can also spread the COVID-19 Delta variant, we are all required to wear masks again in indoor settings. The Norwalk Chamber office has N95 masks for your business if needed. Reach out to the office by email info@norwalkchamber.com or phone 562-404-0909 if you are in need of any. Our Chamber staff will continue to provide updates on these requirements as they become available.

Wednesday, July 28th the Chamber hosted our first in person networking event of this year at Mr. Rosewood Family Restaurant. Thank you Jason Perez for hosting this outdoor event and thank you to all who attended! Visit our Norwalk Chamber website at www.norwalkchamber.com for information on additional events moving forward.

I want to share with you an opportunity to have input on the City of Norwalk economic development plans and decisions that will be made for the future. There are two areas that the city is looking to improve: The Norwalk Entertainment District and the Heart of Norwalk. Both of these areas have been identified by the community as a place they would like to see some changes made. But those changes need your input as a business here in Norwalk. Please visit the city website at www.norwalk.gov to find out more about upcoming community meetings where you can ask questions about these plans and provide your input on how it could affect your business.

As we move further into our new year we want to share that we are continuing to support local through our Shop Local program. In August we will be supporting local on Wednesday, August 18th by visiting IHOP Restaurant at 12623 Norwalk Blvd, and purchasing a meal either through take away or sitting down in the restaurant. Join the Norwalk Chamber in September as we Shop Local at El Taco Locco at 12341 Imperial Hwy, on Wednesday, September 15th, where we once again encourage you to visit the restaurant and make a purchase!

Sincerely,

Jose Rios

2021-2022 President, Norwalk Chamber of Commerce
TNG Realty, Rios & Garcia Team

LABOR LAW CORNER

Employers Not Required to Provide Holiday Pay for Federal Holidays

Now that Juneteenth (June 19) has become a federal holiday, are we required to provide holiday pay to our employees for that day?

When President Joe Biden signed the Juneteenth National Independence Day Act on June 17, 2021, creating the Juneteenth National Independence Day to be celebrated on June 19 every year, it created the 11th federal holiday and the first since the creation of the Martin Luther King, Jr. federal holiday in 1983. Juneteenth marks the day when federal troops entered the state of Texas in 1865 and read the Emancipation Proclamation, effectively marking the end of slavery in the United States. Because it has been decades since the creation of a new federal holiday, many employers in California are confused about their obligations to their employees regarding Juneteenth. For employers, the most important thing to know about Juneteenth and any other federal holiday is that the laws creating the holidays provide holiday pay only to federal government employees.

Employer Discretion

Whether a California employer chooses to provide its employees with a paid or unpaid holiday for Juneteenth or any other holiday is entirely at the employer's discretion. When creating a holiday policy, employers have discretion as to which holidays to celebrate, whether the holiday will be paid or unpaid, and which class of employees are entitled to the holiday. But once employers establish the holiday policy, the policy has been interpreted as a contract to do so, so employers should consistently apply the policy as designed. The first step for employers is to determine before the start of the new year which holidays will be observed and whether the holidays will be paid or unpaid. Employers may decide when to observe holidays depending on the operational needs of the business and whether the holiday falls on a nonbusiness day. For example, Independence Day — a commonly observed holiday — falls on a Sunday in 2021. Businesses that are not open on Sundays may instead choose to observe another day, such as the following Monday.

Conditions for Holiday Pay

Next, an employer should designate which employees are eligible to receive holiday pay and whether there are any conditions the employee must meet before earning the holiday pay. For example, an employer could create a policy that only full-time designated employees earn holiday pay, or only employees who work the days before and after the holiday or are otherwise on paid leave such as paid sick leave or vacation, or employees must have been employed for at least 90 days. Whatever eligibility requirements the employer establishes, the employer should make sure they are well defined in the policy.

Nonexempt Employees

The next step for employers is to determine how to handle situations where a nonexempt employee works on one of the observed paid holidays. Because the holiday pay is interpreted as a contract to provide the day, employers must decide how to provide holiday pay to that employee. Some examples include:

- Pay the employee for all hours worked, plus eight hours of holiday pay.
- Pay the employee for all hours worked, plus provide a paid day off another time instead of holiday pay.
- Pay for all hours worked at a premium rate (for example, time-and-a-half), plus eight hours of holiday pay. Also note that premium pay for working a holiday is not required, but an employer may choose to do so to incentivize employees to work the day.

Exempt Employees

Lastly, employers need to be aware of how holiday closures affect exempt employees. In general, if an exempt employee performs any work in a workweek, they are paid their full salary for the workweek. If the employer closes the business on a holiday, but does not provide holiday pay, employers will still need to pay the exempt employees' salary if they were otherwise ready, willing and able to work.

NORWALK CHAMBER NETWORKING MIXER

Norwalk Chamber of Commerce held their first in person networking mixer for 2021 on Wednesday, July 28th at Mr. Rosewood Family Restaurant. Although Los Angeles County has reinstated the indoor mask mandate for all, this event was held on the outdoor patio so all could attend and choose to mask or not. Having an in person event after the various shut downs and business closures was great for all who attended. Being able to network face to face, enjoy light refreshments and win door prizes were all part of the festivities! Attending this event were many of our Norwalk Chamber members along with guests from the local business community. We would like to thank Jason Perez of Mr. Rosewoods for hosting this event. Keep checking our Norwalk Chamber website for more opportunities to meet up and make connections for your business.



Norwalk Chamber President Jose Rios presents Past President Amanda Blanton with her certificate of achievement from Los Angeles County Supervisor Janice Hahn.



President Jose Rios presents On the Mark Indoor Digital Network with their new member plaque. Pictured here (l to r) On the Mark, Grace Utterback, President Jose, TNG Realty, Dan Ursery and Neil Hirsch of On the Mark.



Irma Macias of Community Family Guidance Center receives her Ambassador of the Year Awards.



Lieutenant Ryna Thlang of the US Navy is pictured with our host and Chamber Board Member Jason Perez of Mr. Rosewood Family Restaurant.



St. Linus Church Installs new Pastor

St. Linus Catholic Church will be installing their new Pastor, Fr. Erasmus Soriano on Saturday, August 7th at 10:00am at the Church. Reservations are required to attend this event. Contact the Church office at 562-921-6649 for additional details.



Checking in the attendees for the Mixer is (l to r) Past President Amanda Blanton, Farmers & Merchants Bank, Ambassador Co-Chair, Irma Macias, CFGC and Chamber Intern Aubrey Spilsbury.



Enjoying the networking event are (l to r) NLMUSD Board Member Chris Staples of Advanced Network Consulting, Sandra Lacayo, Denise Urriaga and Diana Castillo of Money Mart and Board President Elect Rich LeGaspi, TNT Fireworks.



Mixing it up in Norwalk are President Elect Rich LeGaspi, TNT Fireworks, NLMUSD Board Member Chris Staples, Advanced Network Consulting, Ruth Aikoye, Sal Psychiatry Services and Board Member Gary Murphy, Norwalk Florist.

COVID CORNER

Interim Public Health Recommendations for Fully Vaccinated People from the CDC

The CDC has made updates to their guidelines for fully vaccinated people. These guidelines cover the following:

- Updated information for fully vaccinated people given new evidence on the B.1.617.2 (Delta) variant currently circulating in the United States.
- Added a recommendation for fully vaccinated people to wear a mask in public indoor settings in areas of substantial or high transmission.
- Added information that fully vaccinated people might choose to wear a mask regardless of the level of transmission, particularly if they are immunocompromised or at increased risk for severe disease from COVID-19, or if they have someone in their household who is immunocompromised, at increased risk of severe disease or not fully vaccinated.
- Added a recommendation for fully vaccinated people who have a known exposure to someone with suspected or confirmed COVID-19 to be tested 3-5 days after exposure, and to wear a mask in public indoor settings for 14 days or until they receive a negative test result.
- CDC recommends universal indoor masking for all teachers, staff, students, and visitors to schools, regardless of vaccination status

Key Points from the new guidelines

The following recommendations apply to non-healthcare settings. For related information for

healthcare settings, visit <https://bit.ly/2VaFz9U>.

Fully vaccinated people can:

- Participate in many of the activities that they did before the pandemic; for some of these activities, they may choose to wear a mask.
- Resume domestic travel and refrain from testing before or after travel and from self-quarantine after travel
- Refrain from testing before leaving the United States for international travel (unless required by the destination) and refrain from self-quarantine after arriving back in the United States
- Refrain from testing following a known exposure, if asymptomatic, with some exceptions for specific settings
- Refrain from quarantine following a known exposure if asymptomatic
- Refrain from routine screening testing if feasible

Infections happen in only a small proportion of people who are fully vaccinated, even with the Delta variant. However, preliminary evidence suggests that fully vaccinated people who do become infected with the Delta variant can spread the virus to others. To reduce their risk of becoming infected with the Delta variant and potentially spreading it to others: CDC recommends that fully vaccinated people:

- Wear a mask in public indoor settings if they are in an area of substantial or high transmission,

- Fully vaccinated people might choose to mask regardless of the level of transmission, particularly if they or someone in their household is immunocompromised or at increased risk for severe disease, or if someone in their household is unvaccinated. People who are at increased risk for severe disease include older adults and those who have certain medical conditions, such as diabetes, overweight or obesity, and heart conditions.
- Get tested if experiencing COVID-19 symptoms.
- Get tested 3-5 days following a known exposure to someone with suspected or confirmed COVID-19 and wear a mask in public indoor settings for 14 days after exposure or until a negative test result.
- Isolate if they have tested positive for COVID-19 in the prior 10 days or are experiencing COVID-19 symptoms.
- Follow any applicable federal, state, local, tribal, or territorial laws, rules, and regulations.

People who are immunocompromised should be counseled about the potential for reduced immune responses to COVID-19 vaccines and to follow current prevention measures (including wearing a mask, staying 6 feet apart from others they don't live with, and avoiding crowds and poorly ventilated indoor spaces) regardless of their vaccination status to protect themselves against COVID-19 until advised otherwise by their healthcare provider.

Less than Half of Small Business Owners Can Find Workers, New Poll Shows

Thaddeus Swanek, Senior Writer and Editor Strategic Communications

As America continues to reopen, small business optimism about hiring prospects are muted, as an equal number say they are either more optimistic or more pessimistic compared to before the COVID-19 pandemic began, according to a poll on workforce issues taken June 16–23, 2021 and released this week by the U.S. Chamber of Commerce and MetLife.

In fact, most small businesses have not yet begun to look for new talent: Just one in three small businesses (33%) report they have actively sought, recruited, or interviewed new workers this year. What's more, most small businesses are struggling to find workers with the right combination of skills and experience. Less than half of small businesses who are actively hiring report that it is easy to find candidates that meet certain criteria such as: finding candidates in their area (47%), with the experience they need (44%), and the skills they need (44%).

"Small businesses are bearing the brunt of the current worker shortage. Many have given up on actively recruiting new workers as it's too hard to find skilled and experienced workers for their open positions," said Tom Sullivan, vice president of small business policy at the U.S. Chamber of Commerce. "To enable small businesses to grow, compete, and thrive coming out of the pandemic, we need our government leaders to make it as easy as possible for Main Street to find and hire the talent they need."

The data backs up anecdotal evidence many of us are seeing this summer as businesses reopen and we venture out more. It quickly becomes apparent that there are more jobs than people to fill them. A case in point is the boardwalk in Rehoboth, Delaware, which is speckled with "Help Wanted" signs as small, independent businesses in that tourism-dependent town struggle to find and hire workers to simply survive what should be the most prosperous season of the year.

"I don't have any help," says Tom Ibach runs Dolle's Candyland on the boardwalk and whose son has started coming in early to help his father make candy. "It's a terrible situation. It's going to be very, very difficult with a skeleton staff."

It's often medium-sized small businesses—such as local restaurants, bars, or Main Street retailers—which are more likely to struggle to find new workers, especially those with the right skills and experience. Forty-eight percent of small businesses with 5-19 employees say it was hard to find enough candidates to fill open positions. Additionally, 44% of these sized businesses said it was hard to find candidates with the needed experience and 41% of them said it was hard to find workers with the right skills.

"We are so desperate for workers that if 15 people showed up at our front door tomorrow morning with work boots on and a willingness to landscape, we'd give them the keys to a truck and put them right to work," said Ian MacLean, President of Highland Landscaping LLC in Southlake, Texas and Chair of the U.S. Chamber of Commerce Small Business Council.

The worker shortage and lack of active recruitment are having effects on small business workflow. Of those actively hiring and reporting at least some difficulty finding new workers, the most common response (54%) was that the business owner had to personally work more hours or take on more roles. Forty-two percent of those reporting difficulty had to ask staff to work overtime or longer hours, and 31% of them reported difficulty with scheduling because they did not have enough staff.

"Workforce shortages are beginning to negatively impact our business. We are running lean, due to rising costs of supplies and the inability to find qualified and willing employees," said Joe Shames, Co-Founder, Flags of Valor in Winchester, Virginia. "The difficulty in hiring is an added cost because of the time devoted to finding talent and widespread wage inflation. And what's worse is the lack of new employees is starting to negatively impact team morale."

To address the worker shortage, the U.S. Chamber started its America Works campaign to help employers across the country develop and discover the talent they need. The campaign includes workforce training programs, policy solutions, and research and analysis to help America's workers and employers by closing the skills gap, growing our country's workforce, and keeping our economy strong.

Future Outlook

Most small business owners still anticipate the bounce back from the pandemic will not be sudden, but will require several more months. The majority of small business owners (55%) think the U.S. small business climate will return to normal in six months to a year. Only 27% think the climate will return to normal in under six months. However, the desire to open is there, with around three in five small businesses (59%) saying it is likely they will fully open as soon as their state allows it—if they haven't done so already.

After the pandemic, small businesses are planning a mix of tactics to lure back workers including increased pay and new benefits. About a quarter each plan to find new ways to advertise (26%) or to increase pay (24%). Also, 22% of small businesses plan to offer more flexible working hours and 21% planning to offer a hybrid or remote work environment.

To learn how the U.S. Chamber is working to help companies and our country address the workforce shortage, visit uschamber.com/america-works.

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