

Paid Sick Leave – A First Among Canada's Provinces

Revised April 12, 2022

By **PRESTON PARSONS**, Partner, Overholt Law LLP

As of January 1, 2022, British Columbia became the first province in Canada to introduce an entitlement to paid “sick leave” for employees. After the COVID-19 pandemic resulted in a variety of new leave provisions introduced on short notice, BC employers may be understandably confused about what this new leave is and scrambling to adjust. In this article, we outline the key points to know about this new leave so that your firm can ensure it is meeting or exceeding this new requirement.



Titled the “Illness or Injury Leave”, this new sick leave is for personal illness or injury suffered by an employee and is found at section 49.1 of BC’s *Employment Standards Act*, RSBC 1996, c. 113 (the “ESA”). Here are some key facts about this new leave:

- » Employees must be covered by the *ESA* and have been employed for a minimum of 90 consecutive days before they are eligible.
- » Eligible employees may take up to five days paid sick leave, plus three days unpaid leave, each calendar year. Please note that this is a change effective March 31, 2022, as before that the entitlement was based on each employee’s employment year. Employees who have already used their full 5 paid sick days before March 31, 2022 are not entitled to any more for the remainder of 2022, and if employees had used

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Who We Are

The BCLMA, founded in 1972 is a non-profit organization with 195 law firm members and 550 individual members across BC. The BCLMA's goal is to provide educational and networking opportunities, enhance skills as legal administrators and managers, and provide professional and personal benefits to its registrants.

Member Services

The BCLMA provides opportunities to network with other law firm administrators and managers at annual Spring and Winter socials, and monthly subsection meetings. We host an annual Managing Partners Event, and a large conference every other year.

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VOLUNTEER OPPORTUNITY!

The TOPICS Newsletter Committee is looking for volunteers to join us! We're a dynamic, fun group who are looking for a few members to help source thought-provoking articles that are relevant and beneficial to all subsections. We have four lunch hour planning meetings per year (lunch provided) in which we plan out each edition. No business writing skills are required, just your enthusiasm.

This is a great opportunity to both network and contribute to BCLMA and the legal community. If you are interested or have any questions please contact Committee Chair, Heather Orchison at general@bclma.org.

Submissions

If you have an article or story idea you would like to submit, please email Heather Orchison at general@bclma.org. Please note that our prescribed article length is 1000 words. All submissions will be subject to review by the editorial board.

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up to 10 paid sick days between January 1, 2022 and March 31, 2022 due to the timing of their employment anniversary, then they cannot be required to pay any of those back as they were granted based on the entitlement in force at the time. Those employees are not entitled to any further days in 2022 however.

- » Each paid day is an “average day’s pay” calculated using the formula set out in s. 49.1 of the *ESA*.
- » This entitlement does not carry over from year-to-year, and employees are not entitled to be paid for unused sick leave days. Employees also cannot take “partial” days – a partial day sick is a full day of paid sick leave.
- » Afraid of abuse? Note that employers can request “reasonably sufficient proof”, proportionate to the circumstances, that the employee is entitled to leave under this section. In other words, adequate proof that the employee is suffering a personal illness or injury for which they need to miss work can be requested and the employee must provide it within a reasonable time. That proof could take many forms and the necessity for it will vary in the circumstances, but examples may include a prescription receipt or a note from a medical professional, among other possibilities.

HERE ARE SOME PRACTICAL TIPS TO NOTE:

1. If you already had employment contracts that reference a certain amount of paid sick days for your employees, you may need to update those references to ensure that they meet or exceed the requirements of this new leave.

2. The same attention should be applied to updating any employee handbook your firm has.
3. If your firm already has some kind of compensation that is not truly “sick pay”, consideration should be given to whether that benefit can be adapted to meet or exceed the requirements of the *ESA*, lest the firm may end up paying for both.
4. If an employee is still ill after using their full entitlement in a given calendar year – that is, all five paid days and all three unpaid days – the firm will in most instances still need to accommodate the employee’s recovery further by placing the employee on an unpaid medical leave until they can return to work. This obligation flows from the employer’s duty to accommodate an employee’s disability up to the point of undue hardship under BC’s *Human Rights Code*, RSBC 1996, c. 210.

My colleagues and I are happy to answer any questions arising as a result of this new leave, or as a result of questions arising from the duty to accommodate an employee who requires a lengthy medical leave of absence.



Preston Parsons is a partner at Overholt Law, practicing in the areas of employment and labour relations, human rights, and privacy law. Overholt Law is a boutique employment and labour relations firm located in downtown Vancouver, British Columbia. For more information regarding Overholt Law, please visit www.overholtlawyers.com.

We are celebrating 50 years of BCLMA

We are marking this exciting milestone with a
50th Anniversary Dinner on April 21, 2022
including special guest, The Right Honourable Beverley McLachlin.

Thank you to our membership for 50 great years -
here's to the next 50!



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Accessing & Understanding Changes to BC Legislation

by **Ronit Landon**, Manager of InfoAction at Vancouver Public Library

Our day-to-day lives are wholly governed by law – the way we drive, how much we can work, how we get paid, how we must behave in certain situations. We stop at stop signs and red lights because it's the law (*Motor Vehicle Act*, RSBC 1996, c 318, s. 129); our standard work week is legally eight hours in a day and 40 hours in a week, or else we are legally entitled to overtime (*Employment Standards Act*, RSBC 1996, c 113, s. 34 and 35); we pay income tax in accordance with the *Income Tax Act*, RSBC 1996, c 215; and so on. But the law is ever-changing, and not always easy to understand. This article provides a basic foundation for finding, reading, and understanding provincial legislation in British Columbia.

Before a law becomes, well – law, it goes through an in-depth process of review. Draft laws, known as *bills*, are generally prepared and written by the government ministry proposing them (i.e. Ministry of Health, Ministry of Labour, Ministry of Education, etc.). There are *public* and *private* laws, but this article focuses on public laws, as these apply to the entire province (whereas private laws apply only to a specific group of people, i.e. bill PR 401 only applies to members of the United Church of Canada). Once a public law/bill

is drafted, it is introduced to the Legislative Assembly of British Columbia, also known as the *House*, and it must go through three stages of readings and in-depth debate in the Committee of the Whole House before it receives *Royal Assent* and officially becomes law.

Annual work of the Legislative Assembly of BC is organized into *parliaments*, *sessions* and *sittings*. A new parliament begins with the election of a Speaker, is made

up of one to seven sessions, and ends with the dissolution of the elected official. Sessions are further made up of sittings, which can range from a few minutes to several days. All sittings are recorded, transcribed, and made available online in video and written formats. The preliminary written transcriptions are called *Blues* – these are live, unedited transcripts of the sittings; the edited official transcripts are called *Hansard Debates*. (When looking at the transcripts of the Legislative Assembly, you'll see that they are broken up by "Morning sitting" and "Afternoon sitting".)

When lawyers analyze legislation for court cases, they refer to the Hansard Debates to analyze what was said about the law, why it is important, how the wording was decided, etc. Each stage of a bill happens at different sittings, takes varying lengths of time to complete, and has a different objective. Thus, when looking for particular information about how some legislation came to be, one would look

at different readings in the Hansard Debates (as outlined in the graphic below).

It's important to note that, even though a bill is officially law once it receives Royal Assent, it doesn't become effective/enforceable law until the date(s) specified in the bill. This is always identified in the *Commencement* section of BC law, which is at the very end of the bill.

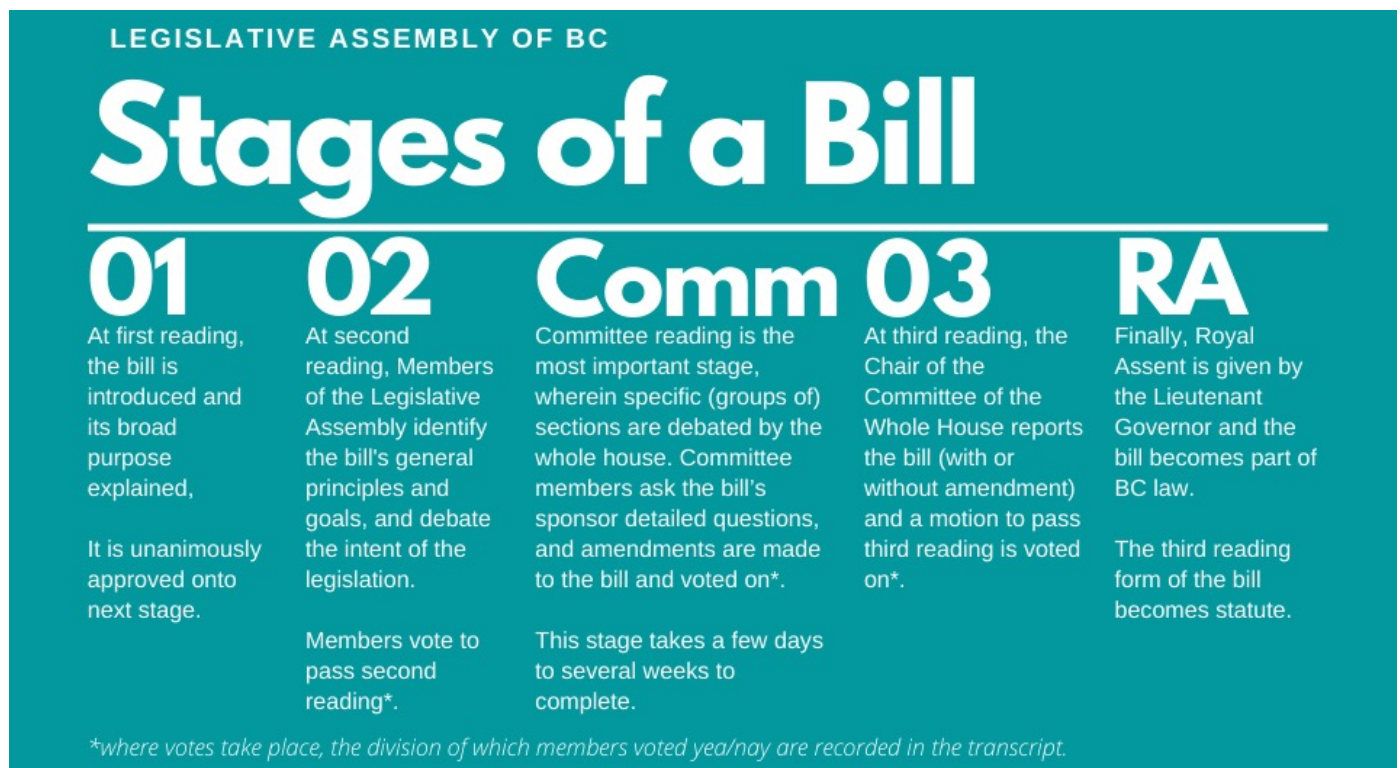
Most Acts come into force immediately after **Royal Assent**, while others may come into force:

- a) On a **specified date** – which is usually a date in the future, but can be retroactive and operate to change the law as it applied in the past;
- b) When a **specific event** occurs – such as the commencement of another act;
- c) Or by **regulation** of the Lieutenant Governor in Council – which is made as a proclamation/ order through the Registrar

of Regulations at any future, unidentified date and may specify either an immediately effective date or a later date. Regulations are posted to and accessible via BC Laws as Orders in Council, or in the weekly BC Regulations Bulletins. (*Trick:* Use the Cumulative BC Regulations Bulletin from each year to do a ctrl+F for "Acts in Force" to see all Orders proclaiming sections of/Acts in force.)

KEY TOOLS FOR FOLLOWING CHANGES TO BC LEGISLATION

1. **Progress of Bills table** – this shows all the bills in the current session of the Legislative Assembly of BC. It provides the dates at which the bills pass through the various stages, as well as links to the bills at different stages.
2. **Hansard Debates & Transcripts** – this is where you can access all the debates of the legislation. Use the SUBJECT INDEX to easily find debates by bill name, subject, related Act, Ministry, etc.



3. **CanLII** – if there is a certain Act that you are interested in and you want to know how it read on a certain date/prior to an amendment, CanLII has historical versions of Acts dating back to ~2007 as well as a great comparison tool that allows you to see exactly where the differences are between any two historical Acts.

For detailed step-by-step instructions on doing legislative research, check out this [mind-map](#) (last updated May 2021).

Contact [InfoAction](#) for further information on research workshops and services.



Ronit Landon is the Manager of InfoAction at Vancouver Public Library (VPL), providing fee-based research services in support of the Library. InfoAction's research services include legal and legislative research, market

research, due diligence searches, city directory searches, and genealogy and obituary research. They also offer market research and legislative research workshops. Services appeal to a wide array of clients including law firms, engineering firms, small businesses, and the public.

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MEMBER SNAPSHOT

MIRANDA VIGNA



Q
&A

How long have you been a member of BCLMA?

Since October 2021 – roughly 6 months

Where do you work?

Borden Ladner Gervais LLP

Where was the last place you visited on vacation?

Tulum, Mexico

Where were you born? Grow up?

Born and raised in Vancouver, BC

Have you ever lived abroad? If yes, where and for how long?

No, but I wish!

Recommend a wine – red or white – for under \$20 a bottle

Apothic Red

Favourite BC day trip location

Kelowna, BC

Favourite place to have lunch during the work week

Cactus Club

Favourite restaurant

The Parlour

One thing that not many people would know about you

I have six small tattoos

Favourite or most recent movie you've seen

C'mon C'mon

What are you currently reading or what would you recommend as a must read?

I am currently reading *The Guardians*

In my spare time, I like to.....

Do yoga, exercise, travel the world, and meet friends for brunch!

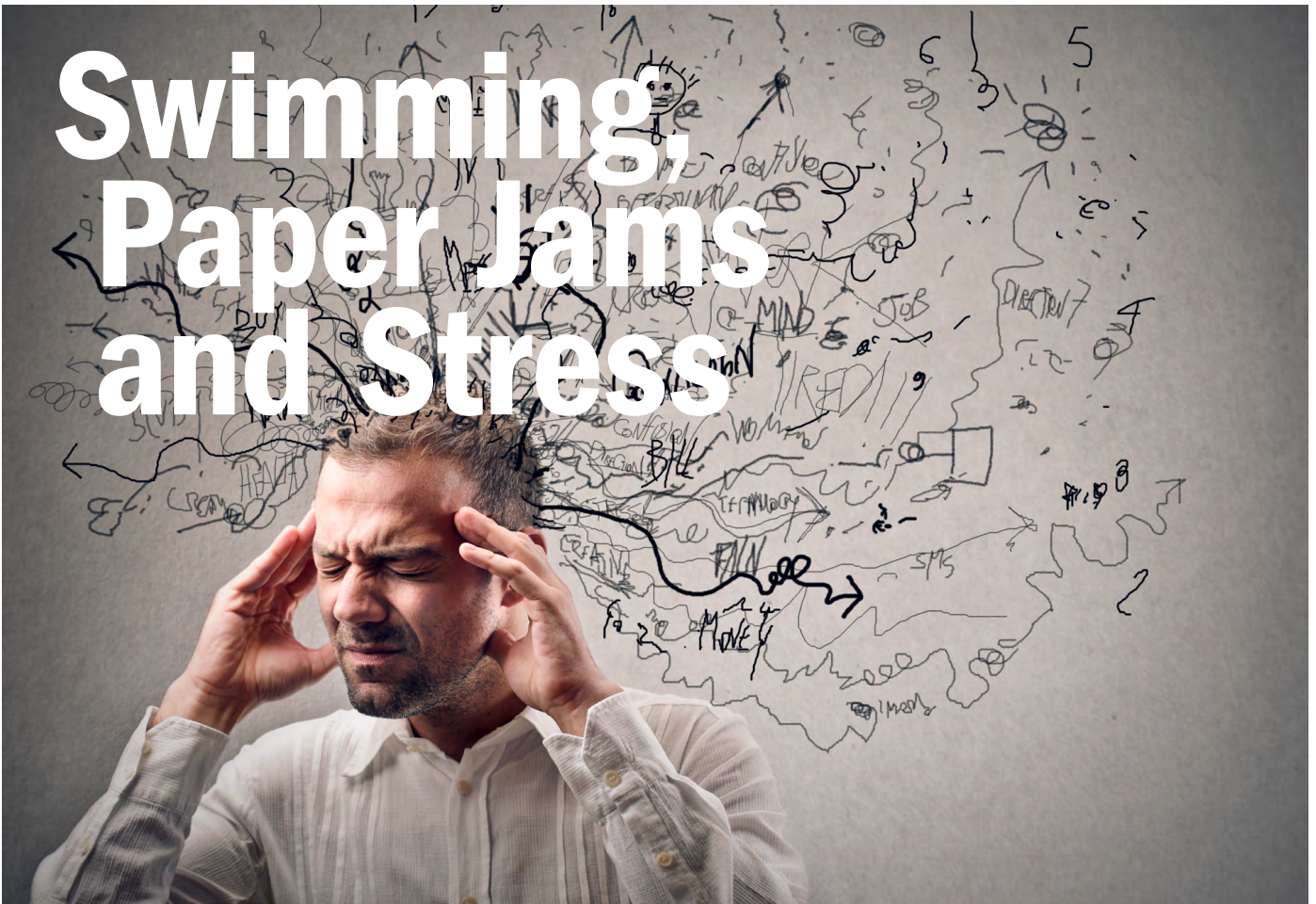
What do you most enjoy about working in the legal industry?

The industry is challenging, continually engaging and, most importantly, I have made friends through work that I consider life-long friends.

If you could pick a movie title to describe your life, what would it be?

Law Abiding Citizen

Swimming, Paper Jams and Stress



by **PAUL GRIGGS**, Clinical Counsellor

Trying to avoid stress at work is like trying to swim without getting wet. It's impossible to do and we will exhaust ourselves trying. Our bodies are designed to respond under some amounts of stress. Rather than trying to avoid stress at work you might find it helpful to understand *why* your body gets stressed in the first place. My name is Paul, and I am a clinical counsellor who works with people experiencing stress and anxiety.


Short term exposure to stress is normal, expected, and vital for survival. In fact, the body's stress response, has been a critical component to the survival of our species by helping humans respond to real or perceived threats. Stress also plays a role in task execution, performance enhancement, and it can even boost memory function. This all sounds pretty good to those of us working in a high paced, high stress work environment. Stress! Bring it!

Therapeutically speaking, talking about the value of stress may seem counter-intuitive given the number of clients I work with around stress-related challenges. But let me explain. The more we understand about stress and our stress response system the better able we are to change our relationship with it. Stress is something that comes with the territory of, say, managing a busy law firm.

Our bodies are designed to handle a certain amount of stress. In response to a stressful event, our stress response system is amazing. Within seconds the body conveys information to parts of the brain which activates the sympathetic nervous system by sending signals to the adrenal glands that pump epinephrine (also known as adrenaline) into the bloodstream. As our bodies are flooded with adrenaline, our heart beats faster, pushing blood to vital areas in the body, and our pulse rate and blood pressure go up. Small airways in the lungs open up so that the lungs can maximize oxygen intake and we breathe faster. Some of this extra oxygen is sent to the brain to increase alertness, sight, and hearing abilities and nutrients flood into the bloodstream supplying energy to rest of the body. These physiological changes happen so quickly that we are often not even aware of them. In fact, they can happen so quickly that we can often ‘react’ before we can ‘think’ enabling us to, for example, jump out of the way of an oncoming car without having to think about it. The stress response happens so fast that the body is almost instantly ready to fight or run for survival. The trouble is that the stress response system, while great for avoiding harm, can be less helpful when we are experiencing stressful events throughout the workday.

It turns out that our bodies are not that smart in determining the difference between life-threatening stress and ‘paper-jams in the photocopier’ type stress. This means that the stress response system can stay activated all day if we happen to deal with constant emails, deadlines, difficult conversations, and, yes, even annoying paper-jams. The problem with this constant activation is that it’s not good for us. Long term stress, and more particularly long-term activation of the sympathetic nervous system, can

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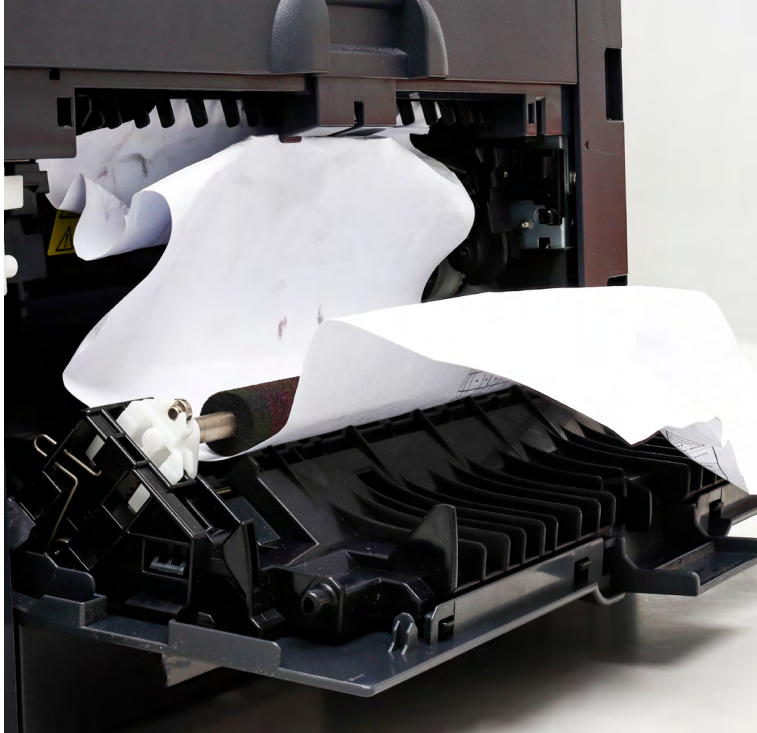
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contribute to muscle aches, headaches, mood changes, and can compound existing health conditions. It can also lead to cardiovascular disease, cancer, arthritis, depression, stomach issues, mood disorders, and even infertility, among other things.

If reading this is stressing you out – try to remember this feeling...

Rather than trying to avoid stress at work, (recall trying to stay dry while swimming), it can be helpful to get

better at *feeling* the stress response system as it activates in our body so we can do something about it. Maybe you can feel your heart race a little, or a feeling in the pit of your stomach, a tightness in your chest, or a warm feeling in your cheeks. If you have trouble feeling where stress lives for you, ask yourself ‘what tells me that I am stressed?’ This feeling is your sympathetic nervous system and it’s the same one that gets activated when you are facing a life-threatening situation. Our body doesn’t know the difference



The first step in reducing stress is to recognize stress.

and, more importantly, it's not designed to be in this activated state for too long or for too often.

The first step in reducing stress is to recognize stress. Once we recognise it, we want to engage the parasympathetic system which acts like a 'brake' to the fight-or-flight stress response. There are many ways to do this. One of them, for example, is through diaphragmatic breathing, also known as abdominal breathing and belly breathing, which has been shown to have a relaxing and stabilizing effect on the autonomic nervous system and has been cited in research as one of the most useful techniques to achieve reductions in stress and anxiety. Diaphragmatic breathing has been shown to have a variety of health benefits including improving digestion, heart rate, mood, and immune response, insomnia, hypertension, anxiety disorders, and even weight loss. Fortunately, diaphragmatic breathing is also a form of therapy that we can use at work anytime we feel the onset of stress.

The technique that we use to manage stress is not that important. What is

important however, is that we find a technique that activates the parasympathetic nervous system. Some of these can include mindfulness, meditation, and box breathing and therapeutic modalities such as mindfulness-based stress reduction, acceptance and commitment therapy, cognitive behavioural therapy, and art therapy just to name a few. Diaphragmatic breathing is just one technique that can help engage the parasympathetic system. The key takeaway here is that as we get better at *feeling* the stress, we can get better at using tools to manage it.

So the next time you're at work and you get 'that feeling' try to remember that your stress response system is there to help you jump out of the way from an oncoming car. It's less helpful navigating a paper-jam.



Paul Griggs is a clinical counsellor who has had his fair share of paper-jams. He works with clients and businesses on stress management, anxiety, and other important issues.

He can be reached at paul@paulgriggs.ca and www.paulgriggs.ca

MEMBER SNAPSHOT

DUSTIN C. MARNELL



Q
&A

How long have you been a member of BCLMA?

Approximately three years

Where do you work?

Horne Coupar LLP in Victoria

Where was the last place you visited on vacation?

Parksville

Where were you born? Grow up?

Victoria

Have you ever lived abroad? If yes, where and for how long?

London, England; Seoul, Korea; Bogota, Colombia.

Favourite BC day trip location

Lake Cowichan

Favourite place to have lunch during the work week

Rebar

Favourite restaurant

10 acres

One thing that not many people would know about you

Big fan of llamas with hipster haircuts

Favourite or most recent movie you've seen

Dune - two thumbs up!

What are you currently reading or what would you recommend as a must read?

Currently reading *Claws of the Panda* - yikes

In my spare time, I like to....

Compete on the court or field

What do you most enjoy about working in the legal industry?

Solving problems for clients & working with great people

If you could pick a movie title to describe your life, what would it be?

My Friend the Octopus

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SETTING THE STAGE

Electronic Discovery (eDiscovery) is discovery involving electronic evidence. It is a very broad area that touches on many different disciplines that include:

- » information governance, the organization of the data;
- » privacy as there are privacy concerns with respect to the release of information contained within records and legislation that may apply to same;
- » forensics and information technology in terms of where evidence resides and how and what can be obtained from various technologies;
- » software tools such as Ipro Eclipse, Summation, Relativity and more that are used as repositories to categorize, review, and produce evidence; and
- » the Canadian civil litigation process including evidentiary requirements.

Electronic Discovery Challenges and Education

by **ANN HALKETT** and **MONIQUE SEVER**

Modern electronic discovery is complex. It really was easier when we dealt with paper as you simply needed to instruct your client to collect the evidence from their filing cabinets and desk. Today, evidence exists in so many different places and in increasingly complex formats. COVID-19 catapulted the world into technology adoption at a speed never seen before. So, what does this mean in terms of electronic discovery and what education exists to assist firms to conquer the challenges of collecting and producing electronic evidence?

A series of American cases brought eDiscovery and its numerous issues to light in the U.S. starting with *Zubulake v. UBS Warberg* from 2003 to 2005 and *DaSilva Moore* in 2012. It was recognized that electronic evidence was in fact evidence and that a party could be compelled to produce it. At the same time came the challenges associated with electronic evidence which include volume, duplication, varied sources, and the high cost of dealing with it.

As a result, a think tank involving a series of lawyers, clients and technologists created the Electronic Discovery Reference Model (<https://edrm.net/>) in or about 2003. The EDRM mapped out a process for dealing with electronic discovery to assist in reducing overall costs that is still used today. The eDiscovery process requires you to use specialized software tools to remove duplicates and to filter out non-relevant evidence to get to the most important evidence in less time at reduced costs for your client.

In 2002, the American Sedona Conference Working Group Series was launched. It is an American non-profit research and educational institute dedicated to the advanced study of law and policy. In March of 2003 it produced The Sedona Principles which outlined best practices for handling electronic document production.

In Canada, we were facing the same issues, so a group of lawyers, judges, and technologists created a subsection of The Sedona Conference (Working Group 7), and the first edition of the Sedona Canada Principles was published in 2008 to help members of the Canadian legal community with the identification, collection, preservation, review, and production of electronically stored information (ESI). The principles have been adopted in the Rules of

various Canadian provinces and are referenced in case law.

COVID-19 AND TECHNOLOGY ADVANCEMENTS

As a result of COVID-19, clients needed new ways to collaborate and share information as they could no longer meet or send paper documents. MS Teams adoption and that of Zoom soared overnight with millions of subscribers as companies rolled out collaboration software. With this came an increase in chat for those using MS Teams along with a myriad of applications that are part of Microsoft Office such as Planner, Flow, Power BI and more.

COVID-19 saw the rise of the following technologies:

- » virtual meetings using MS Teams, Zoom, Skype, GoToMeeting;
- » Slack and MS Teams chat;
- » faster adoption of Microsoft Office 365 with its various applications; and
- » a move to the cloud due to the sharing benefits.

Today, evidence exists in so many different places and a range of formats, and clients often jump between them when communicating on the same matter. There is virtually no paper.

Along with this comes the challenge of collecting chat messages from non-email platforms. While there will always be email, there will also be many more places to look for evidence that will now likely be relevant in a matter. These challenges add to the complexity and costs of litigation.

Canada is now in the same position that the US was in about ten years ago.

eDISCOVERY EDUCATION

Canada is now in the same position that the US was in about ten years ago. That is, American law firms realized that eDiscovery was complicated and were searching to hire people who knew something about the processes involved. There were few people who had a solid understanding of what was involved, and firms were having trouble separating those who knew what to do from those who did not. As a result, the Association of Certified E-Discovery Specialists (<https://www.aceds.org/>) was created. ACEDS developed a study manual and courses associated with the eDiscovery process and then a certification exam so that those who

took the exam could use the credential Certified E-Discovery Specialist or CEDS. This in turn helped employers determine who to hire.

The CEDS certification is considered one of the top certification programs in the industry. The CEDS credential demonstrates that the individual has knowledge and skills relevant to the eDiscovery industry. Individuals with this credential are also required to continue taking courses and to recertify every few years.

In 2020, ACEDS launched two chapters in Canada – Toronto and Vancouver. Members can access live, and on demand content along with a Canadian newsletter to keep up to date on the latest eDiscovery news.

In Canada, ACEDS assembled a team of subject matter experts who revised the US-based manual and exam to incorporate both the Canadian common-law and the Quebec civil code, focusing on various eDiscovery topics. The exam questions are intended to reflect real-world scenarios that paralegals and lawyers would commonly encounter and should know about. Individuals passing this exam receive the CEDS Canada certification.

In eDiscovery, it's what you *don't* know that is guaranteed to cause issues and to cost more money. The CEDS certification provides a basis of understanding to help grasp what an eDiscovery vendor is talking about as well as enable communication with clients to obtain what you need to avoid sanctions and additional costs.

To learn more about ACEDS check out <https://www.aceds.org> or email vancouver@aceds.org.



Monique is the Litigation Support and eDiscovery Supervisor at Harper Grey LLP and provides advice and support to assist with the firm's variety of litigation support software, assists clients with the collection of

their electronically stored information, review, analysis and production of same.

Monique was part of the team that drafted the ACEDS Canada certification manual and exam and is the Public Relations and Marketing Director for ACEDS Vancouver chapter. .



Ann is the Director, eDiscovery Services at Alexander Holburn Beaudin + Lang LLP. She creates and maintains standards and best practices for using litigation support solutions and processes within her

firm. Ann holds the Association of Certified E-Discovery Specialists certification (CEDS) and was part of the team that drafted the ACEDS Canada certification manual and exam. Ann is the President of the ACEDS Vancouver chapter. Ann works with and consults on a wide variety of systems and technologies from evidence collection and management to trial presentations.

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YOUR BCLMA.
YOUR NEWS.

BCLMA Board members and subsections have been very busy, with lots of news to share.

We're eagerly awaiting our 2022 Conference which starts in just a few weeks. A special thank you to the Conference Committee who has worked hard to develop a robust conference program with presentations and workshops on a range of topics for our members. We're also pleased to host the Imaginarium Marketplace where you'll meet many new, existing and historic BCLMA sponsors. Be sure to stop by and thank them for their support. During Thursday's dinner, The Right Honourable Beverley McLachlin will present thoughtful reflection on her wide-ranging career and her time as Chief Justice (which she calls the "centrepiece of her life") — a definite conference highlight.

We're very excited to celebrate the BCLMA's 50th anniversary at this year's conference dinner. Starting as VALA in 1972, the BCLMA became an official chapter of the Association of Legal Administrators in 1982. Finance was the first subsection to form in 1984, followed by many others as the BCLMA expanded to the Island, the Interior and Northern BC. This community owes its strength and longevity to all past, present and future volunteers. Thank you for making the BCLMA the dynamic community it has become.

For more news about our many events and activities, subsections, and our April 22 AGM, please read the [full Sounding Board](#).





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Save the Date

BCLMA Annual General Meeting

Friday, April 22, 2022

Buffet Breakfast 8:00 am–8:50 am

Meeting 8:20 am–8:50 am

Vancouver Convention Centre East, 2nd floor

Register to info@bclma.org

BCLMA 2022 Biennial Conference & Imaginarium Market Place

Thursday, April 21, 2022

10:00 am–9:00 pm

Vancouver Convention Centre East

Friday, April 22, 2022

8:00 am–1:30 pm

Vancouver Convention Centre East

BCLMA's 50th Anniversary Dinner with The Right Honourable Beverley McLachlin

Thursday, April 21, 2022

Reception 5:00 pm

Speaker 6:00 pm

Dinner 7:00 pm–9:00 pm

Vancouver Convention Centre East, Ballroom A

BCLMA Annual Summer Social Reception

Thursday, June 2, 2022

5:00 pm–8:00 pm

D6 Lounge located at the JW Marriott Parq, Vancouver



For more information and to register for events visit www.bclma.org

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RECIPE

Turmeric – Black Pepper Chicken with Asparagus

Time: 15 Minutes

Yield: 4 Servings

Ingredients

3 tablespoons honey

$\frac{3}{4}$ teaspoon black pepper, plus more to taste

Kosher salt

2 tablespoons all-purpose flour

1 $\frac{1}{2}$ teaspoons ground turmeric

1 pound boneless, skinless chicken thighs, cut into 1-inch pieces

1 tablespoon coconut or canola oil

12 ounces asparagus, trimmed and thinly sliced on an angle

1 teaspoon unseasoned rice vinegar or soy sauce

1 lime, cut into wedges (optional)

Preparation

In a small bowl or measuring cup, stir together 1/4 cup water with the honey, pepper and 1/2 teaspoon salt; set honey mixture aside.

In a medium bowl, stir together the flour, turmeric and 1 teaspoon salt. Add the chicken and toss until coated.

In a medium (10-inch) non-stick skillet, heat the oil over medium-high. Add the chicken and cook until the turmeric is fragrant and the chicken is golden brown on both sides, 2 to 3 minutes per side. Add the asparagus, season with salt, stir to combine and cook until crisp-tender, 1 to 2 minutes.



[New York Times Recipes](#)

Add the honey mixture and cook, stirring, until the chicken is cooked through and the sauce has thickened, 2 to 3 minutes.

Remove from heat and stir in the vinegar, if using. Season to taste with salt and pepper. Serve with lime squeezed over top if you like.

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