Beth L. LaCanne

SHAREHOLDER

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Practice Groups

Labor & Employment

Professional Liability

Overview

Beth LaCanne is a skilled litigator with a strong focus on labor and employment law and professional liability. She represents employers and professionals in complex litigation and provides strategic counsel on a wide range of workplace and licensure issues.

Beth regularly defends employers against claims of discrimination, harassment, retaliation, wrongful termination, wage theft, drug-and-alcohol testing, and wage-and-hour violations brought under local, state, and federal laws. She also represents businesses in matters involving public accommodation discrimination, helping clients address allegations related to access and services. In addition, Beth counsels businesses on day-to-day employment matters, including accommodation requests, employee discipline, employee handbooks, and terminations, helping clients navigate sensitive workplace challenges while minimizing legal risk.

In her professional liability practice, Beth represents licensed professionals—particularly in the healthcare and insurance sectors—in malpractice actions, administrative proceedings, and licensing board investigations. Her experience includes defending against claims of medical malpractice and advising on professional licensure compliance and disciplinary matters.

Beth is experienced in all phases of litigation, including case evaluation and strategy, discovery, depositions, dispositive motion practice, and trial preparation. She has secured summary judgment in multiple employment and liability cases and was a key member of the legal team that established precedent in the area of insurance agent liability in Wisconsin.

She is admitted to practice in Minnesota and Wisconsin.

Beth graduated *magna cum laude* from Hamline University School of Law, where she served as an Associate Editor on the Hamline Law Review. She gained early experience in employment law through an externship with the Minnesota Department of Human Rights, and she later clerked for the Honorable Diane B. Bratvold and the Honorable Ivy S. Bernhardson.

Beth is actively involved in the legal community. She serves as the Vice-President of the Hennepin County Bar Foundation Board of Directors and is an appointed member of the Commission on Judicial Selection for Minnesota's Tenth Judicial District.

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Education & Admissions

Education

- Hamline University School of Law, J.D., *magna cum laude*, 2014
  - Dean's List
  - Merit Scholarship
  - CALI Awards: Civil Procedure II; Legal Research and Writing III; Secured Transactions
  - *Hamline Law Review*, Associate Editor
- Winona State University, B.S., *summa cum laude*, 1999

Bar Admissions

- U.S. Court of Appeals, Eighth Circuit
- U.S. District Court, District of Minnesota
- Minnesota
- Wisconsin

Clerkships

- Minnesota Fourth Judicial District, the Honorable Diane B. Bratvold and the Honorable Ivy S. Bernhardson, Judicial Law Clerk, 2015-2016
- Ramsey County Attorney's Office, Civil Division, Law Clerk, 2014-2015

Experience

Representative Cases

- Successfully defended a healthcare client in numerous charges of discrimination in relation to public accommodation, obtaining a Finding of No Probable Cause in each of the matters.
- Successfully defended a hospitality and restaurant client in an investigation by the Minneapolis Office of Civil Rights involving the client's compliance with the City's Sick and Safe Time ordinance.
- Successfully defended a healthcare client in a charge of disability discrimination in relation to an employment accommodations matter, obtaining a Finding of No Probable Cause.
- Successfully defended a healthcare client in a charge of employment race discrimination, obtaining a Finding of No Probable Cause.

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- Co-authored briefing that resulted in a favorable decision in a case of first impression at the Wisconsin Supreme Court in *Emer's Camper Corral, LLC and Alderman*, 943 N.W.2d 513 (Wis. 2020), which involved the alleged negligence of an insurance agent procuring insurance on behalf of a client.
- Obtained a substantial settlement on behalf of a client who experienced discrimination on the basis of their race at their place of employment.

Publications

- *The Disadvantaged Business Enterprise Program at a Crossroads: What Minnesota Contractors Need to Know*, co-author, Associated General Contractors of Minnesota, June 2026
- *Guidance for Businesses When Federal Immigration Officers Arrive*, author, Associated General Contractors of Minnesota, February 2026
- "*Contractors Beware: The State Is Closely Watching Compliance with Newly Passed Laws,*" co-author, Associated General Contractors of Minnesota, October 2025
- *Compliance on the Job Site: E-Verify and IRCA Basics for Contractors*, co-author, Associated General Contractors of Minnesota, October 2025
- *Avoiding the Employment Law Hot Seat*, co-author with D. Fitzsimmons, Attorney at Law Magazine, July 2025
- *Understanding Your Client's Reimbursement Rights When Responding to Third-Party Subpoenas*, co-author with J. Klobucar, Attorney at Law Magazine, Vol. 13, No. 11, November 2024
- *The Family and Medical Leave Act and Minnesota Earned Sick and Safe Time*, co-author with D. Fitzsimmons, Minnesota Continuing Legal Education The Employment Law 60, October 2024
- *The Risky Business of Hiring Independent Contractors*, co-author, Associated General Contractors of Minnesota, October 2024
- *A Law Firm's Guide for Responding to Third-Party Subpoenas Served on Clients*, co-author with J. Klobucar, Attorney at Law Magazine, Vol. 13, No. 9, September 2024
- *Amendments to Minnesota's Earned Sick and Safe Time Law*, co-author with D. Fitzsimmons, Attorney at Law Magazine, Vol. 13, No. 6, July 2024
- *New Legislative Changes to Earned Sick and Safe Time Impacting the Construction Industry*, author, Associated General Contractors of Minnesota, June 2024
- *Subpoena Survival Skills*, co-author with J. Klobucar, Upsize, May 2024
- *"Slander of Title": The Counter-Punch to a Mechanic's Lien*, author, Associated General Contractors of Minnesota, January 2024

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- *The Changing Workplace*, author, Bench & Bar of Minnesota, October 2023
- *Tightening the Screws on Wage Theft: Minnesota's Wage Theft Prevention Act*, author, Associated General Contractors of Minnesota, June 9, 2023
- *Preparing for the Legalization of Marijuana*, author, Associated General Contractors of Minnesota, June 2 and June 29, 2023
- *Construction Litigation Coverage*, co-author, Chapter 20 Update, Minnesota Insurance Deskbook, Minnesota State Bar Association, 5th Ed., 2023

The Work Week with Bassford Remele

- *Minnesota DOLI Issues New Rules Clarifying Earned Sick and Safe Time (ESST) Law*, author, July 27, 2026
- *MHRA Amendments and EEOC Enforcement Priorities: What Employers Need to Know*, author, May 26, 2026
- *A Seven-Figure Life Lesson: Wage Compliance Matters*, author, May 4, 2026
- *Independent Contractor Rule: Déjà Vu All Over Again*, author, April 6, 2026
- *The Discoverability of AI: What Employers Need to Know Now*, co-author, March 2, 2026
- *Recent DOL Opinion Letters: Key Takeaways and Employer Action Items*, author, January 26, 2026
- *Guidance for Businesses When Federal Immigration Officers Arrive*, author, January 20, 2026
- *Looking Back at 2025 and Ahead to What's Next for Minnesota Employers*, author, December 29, 2025
- *DOL's Recent Opinion Letters and What They Mean for Your Company*, author, October 20, 2025
- *Responding to Employee's Off-Duty Conduct*, author, September 22, 2025
- *Compliance with Laws Designed to Close the Wage Gap*, author, August 18, 2025
- *Special Session Delivers Small but Notable Changes to Employment Laws*, author, June 30, 2025
- *Supreme Court Settles Standard of Proof to Determine Exemptions under the FLSA*, author, February 10, 2025
- *When Reality Gets Real: NLRB's Love Is Blind Case Highlights The Importance Of Proper Worker Classification*, author, December 16, 2024
- *Overtime Overreach? Court Halts DOL's Final Rule Expanding Eligibility For Overtime*, author, November 18, 2024
- *Votes, Views, and Office Truces: An Employer's Guide to Election Season and Political Talk*, author, November 4, 2024

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- *Canine Colleagues: Are Service Dogs a Reasonable Accommodation?*, author, September 16, 2024
- *The Risky Business of Hiring Independent Contractors*, author, August 19, 2024
- *Amendments to the Minnesota Human Rights Act and the Uncertainty of the FTC's Non-Compete Ban*, author, July 8, 2024
- *Another Record Year For Legislative Changes*, author, May 28, 2024
- *Overtime Eligibility Expanding to Include More Employees Under DOL Final Rule*, author, April 29, 2024
- *Non-Competes and New Standards for Employment Discrimination*, co-author, April 22, 2024
- *Worker Classification: The New DOL Final Rule, Current State Law, and Propose Changed to Minnesota's Construction Classification Law*, co-author, March 18, 2024
- *A Whistleblower Claim Under The Sarbanes-Oxley Act Does Not Require Retaliatory Intent*, author, February 19, 2024
- *Labor Standards Boards: A New Trend Targeting The Workplace*, author, January 22, 2024
- *January 2024 Is A Monumental Moment For Minnesota Employers*, author, January 2, 2024
- *It's the Final Countdown…To Mandatory Paid Sick and Safe Leave*, author, October 16, 2023
- *Employer Obligations Related to Employees Expressing Breastmilk*, author, April 24, 2023
- *Increasing Prosecution of Employers for Wage Theft*, author, March 20, 2023

Seminars

- *HR and Employment Legislative and Case Updates*, co-presenter, Twin City Society for Human Resource Management (TC-SHRM) Legal Summit, July 22, 2026
- *Off The Clock: Everything You Wanted to Ask an Employment Lawyer*, co-presenter, Twin City Society for Human Resource Management (TC-SHRM) Legal Summit, July 22, 2026
- *Minnesota Paid Leave, Workers' Comp, and AI: What Health Care Employers Need to Know,* co-presenter, Bassford Remele 2026 Annual Health Care Summit, July 22, 2026
- *Policy, Regulation, and the Courts: Navigating Change Before It Becomes Disruption*, co-presenter, Bassford Remele 2026 Annual Construction Law Summit, May 14, 2026

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- *2026 HR Blueprint*, co-presenter, Twin Cities Society for Human Resource Management (TCSHRM) February Virtual Legal Session, February 11, 2026
- *Contractor Classification in Construction Projects*, co-presenter, Bassford Remele Key Provisions When Negotiating Your Contract, December 11, 2025
- *Legislative and Supreme Court Updates,* co-presenter, Bassford Remele The Work Week Employment Law Seminar, October 28, 2025
- *Latest Changes in Employment and Contracting Issues*, presenter, Associated General Contractors of Minnesota Mini Summit, July 22, 2025
- *Text Rx: Navigating Risks & Best Practices in Healthcare Communications*, presenter, Bassford Remele Health Care Seminar, June 19, 2025
- *Employment and Labor Market Trends: What's Next for Construction?*, co-presenter, Bassford Remele 2025 Annual Construction Law Summit, February 6, 2025
- *The Family and Medical Leave Act and Minnesota Earned Safe and Sick Time*, co-presenter, Minnesota Continuing Legal Education The Employment Law 60 Seminar, October 30, 2024
- *Advanced Leave Topics: Requirements for 2 Special Situations*, co-presenter, Minnesota Continuing Legal Education How to Manage Leave Requests in Minnesota Seminar, January 31, 2024
- *Minnesota Employment Legislative Update*, presenter, Insperity, July 25, 2023
- *Getting Into The Weeds: Navigating Cannabis Legalization in Minnesota*, presenter, Associated General Contractors of Minnesota, June 14, 2023

Professional & Civic

Professional Achievements

- Commission on Judicial Selection for the Tenth Judicial District, appointed by the Minnesota Supreme Court, 2023-present

Bar Associations

- American Bar Association
- Minnesota State Bar Association
  - Civil Litigation Section
  - Construction Law Section
  - Labor & Employment Law Section
- State Bar of Wisconsin

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- Hennepin County Bar Foundation
  - Vice President, 2025-present
  - Secretary, 2024-2025
  - Treasurer, 2023-2024
  - Board Member, 2022-present
- Hennepin County Bar Association
- Washington County Bar Association

Professional Associations

- DRI
- Minnesota Defense Lawyers Association
  - Editorial Committee, 2022-present
- Minnesota Women Lawyers
- Association of Women Contractors
- Associated General Contractors of Minnesota

Civic Involvement

- Volunteer Lawyers Network, Volunteer Attorney, 2023-present
- William Mitchell College of Law, Adjunct Professor and Tutor, 2018-2023
- Grace of God Lutheran Church, Board of Directors, Secretary, 2024-present

Accolades

Honors & Awards

- Best Lawyers: Ones to Watch, Labor & Employment Litigation and Professional Malpractice Law, 2025
- Minnesota Rising Stars list, *Super Lawyers*, 2021-present