



BASSFORD REMELE

Beth L. LaCanne
ATTORNEY



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PRACTICE GROUPS

Employment Litigation/Advice
General Liability
Professional Liability/Claim
Prevention

INDUSTRY GROUPS

Construction
Health Care
Insurance
Non-Profit Organizations

OVERVIEW

Ms. LaCanne is a litigator focusing her practice in the areas of employment litigation/advice, professional liability, and general liability.

Ms. LaCanne brings broad legal knowledge and litigation skills in the areas of employment law, personal injury, medical malpractice, health law, employment law, and professional licensure to her clients. She represents employers and businesses regarding violations of local, state and federal discrimination and wage statutes in court and administrative agencies. She also advises clients faced with accommodation requests, difficult employees, and terminations.

Ms. LaCanne has experience in all aspects of litigation, including preparing initial case evaluations and strategy, conducting and defending depositions, and researching, drafting, and arguing dispositive motions. Ms. LaCanne has obtained summary judgment on several cases through her exceptional research and writing skills. She was a critical member of the team that established legal precedent in the area of insurance agent liability in Wisconsin. She is licensed in Minnesota and Wisconsin.

Ms. LaCanne graduated *magna cum laude* from Hamline University School of Law, where she was an Associate Editor on the *Hamline Law Review*. During law school, Ms. LaCanne gained invaluable experience in the employment arena while externing at the Minnesota Department of Human Rights. Prior to joining Bassford Remele, Ms. LaCanne served as a law clerk in the Fourth Judicial District to the Honorable Diane B. Bratvold (prior to her appointment to the Minnesota Court of Appeals) and the Honorable Ivy S. Bernhardson.

Ms. LaCanne serves as Treasurer of the Hennepin County Bar Foundation Board of Directors and she is a member of the Bassford Remele Diversity Equity Inclusion Team. Ms. LaCanne is also an appointed member to the Commission on Judicial Selection for the Tenth Judicial District.

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. 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

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EXPERIENCE

Representative Cases

- 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.
- 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

- *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 with J. Loetscher, 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
- *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

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EXPERIENCE

The Work Week with Bassford Remele

- *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
- *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

- *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

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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 and Employment Law Section
- State Bar of Wisconsin
- Hennepin County Bar Foundation
 - Secretary, 2024-present;
 - Board Member, 2022-present
 - Treasurer, 2023-2024
- Hennepin County Bar Association
- Washington County Bar Association

Professional Associations

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

Civic Involvement

- Volunteer Lawyers Network, Volunteer Attorney, 2023-present
- Tubman
- William Mitchell College of Law, Adjunct Professor and Tutor, 2018-present

ACCOLADES

Honors & Awards

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