

Does your state have laws that interfere with an employer's right to ban employees from bringing weapons on the premises?

Federal and state job safety laws require employers to make reasonable efforts to provide a safe workplace.

Unfortunately, America's workplaces have become venues for virtually all forms of violence. Identifying possible vulnerabilities to workplace violence and ways to prevent or reduce the risk of violence has become a key part of crisis planning for businesses. From this, many employers have considered weapons-free workplace policies, which include work rules prohibiting the possession of knives, guns, or other firearms on the work premises.

Yet, while violence by employees can create liability for negligent hiring, retention, supervision, or training if their conduct was reasonably foreseeable, employers and business property

owners also face potential liability for failing to address an increased risk of violence from the outside, such as a threat of nighttime assaults or robberies in a high-crime area. Employers are in a tough position when determining whether their employees are safer with or without weapons on the workplace premises.

In recent years, some states have taken this decision out of employers' hands — at least to the extent of employees' locked vehicles within the company parking lot. Many states have now enacted laws prohibiting employers from banning lawfully-owned weapons from the periphery of the workplace. Some of these laws do provide immunity to employers from any harm caused in the workplace in relation to these weapons.

State	Main provisions of law	Covered employers
AL	No law.	
AK	The state's concealed handgun permit statute doesn't specifically address whether permit holders can bring handguns to work. By posting a notice, employers may prohibit the possession of a firearm within a secured, restricted access area (closed work areas where visitors are screened), an employer's vehicle, or in a parking lot owned or controlled by the employer that is within 300 feet of the restricted access area and is not open to access by the general public. ■ <i>Citation:</i> AS 18.65.700-.790, .800.	All employers.
AZ	Property owners, tenants, employers, and business entities are prohibited from adopting or enforcing policies that prevent a person from lawfully storing or transporting a firearm that is locked in a vehicle such that the weapon is not visible from outside the vehicle. Employers may provide separate parking facilities for vehicles containing firearms, so long as the facility is near the workplace premises and does not require an additional parking fee. The employer may also prohibit employees from storing their firearms in their vehicles or motorcycles in certain secured parking areas if the employer provides alternative temporary and secure storage for the firearms while the vehicles are parked in the secure area. Concealed-carry weapons permits generally are not required in Arizona; however, employers still are permitted to prohibit employees from carrying weapons into the workplace premises. ■ <i>Citation:</i> A.R.S. §§ 12-781, 13-3112.	All employers, though exemptions exist for company-owned vehicles, facilities that are subject to laws prohibiting firearm possession, military installations, and nuclear power plants.
AR	There is no state law at present that forces employers, businesses, or colleges and universities to allow guns on their property. A permit to own a handgun, rifle, or shotgun is not needed in the state. However, it is against the law for a person to have a loaded handgun on his or her person or in a vehicle unless he or she has a state concealed-carry license. Unloaded handguns are not considered weapons. Guns are not permitted in state buildings and their parking lots, school facilities, and buses, places of worship, airports, places selling liquor for onsite consumption, and anywhere guns are prohibited by federal law. ■ <i>Citation:</i> Ark. Code Ann. 5-73-101 <i>et seq.</i>	
CA	No law, however, if an employer wants to conduct workplace searches for weapons, then the employer must notify employees in writing that it reserves the right to search the employee's office, desk, personal belongings, etc., for weapons. Providing such advance written notice will lessen the employee's reasonable expectation of privacy.	
CO	Private employers may limit, restrict, or prohibit weapons in the workplace, including those brought to the workplace by individuals who have been issued a concealed weapons permit by the state. A permit to carry a concealed weapon does not authorize a person to bring a handgun into a place where carrying firearms is prohibited by federal law, into a public building with security personnel or electronic weapon screening permanently in place, or onto the property of an elementary, middle, junior high, or high school (unless stored in the individual's locked vehicle). ■ <i>Citation:</i> C.R.S. § 18-12-214.	All employers.

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CT	No law.	
DE	No law.	
DC	No law.	
FL	The Preservation and Protection of the Right to Keep and Bear Arms in Motor Vehicles Act of 2008 prohibits public or private employers from prohibiting an employee from possessing any legally owned firearm that is locked inside a private motor vehicle in the employer parking lot. ■ Citation: FSA § 790.251.	All employers.
GA	No law restricts employers from banning employees from bringing weapons on the premises. Also, a statute states that every employer must furnish employment that is safe for employees and must adopt and use methods and processes reasonably adequate to render the workplace safe and must do everything reasonably necessary to protect the life, health, safety, and welfare of its employees. O.C.G.A. § 34-2-10. However, no private or public employer shall condition employment upon any agreement by a prospective employee that prohibits an employee from entering the parking lot and access thereto when the employee's privately owned motor vehicle contains a firearm that is locked out of sight within the trunk, glove box, or other enclosed compartment or area within such privately owned motor vehicle, provided that any applicable employees possess a Georgia firearms license. O.C.G.A. § 16-11-135. This law includes several exceptions. ■ Citation: O.C.G.A. §§ 34-2-10; 16-11-135.	All employers.
HI	No law.	
ID	No law interfering with an employer's right to ban employees from bringing weapons on the premises. However, employers are immune from civil liability where a claim arises from the policy of an employer to specifically allow or not prohibit the lawful storage of firearms by employees in their personal motor vehicles on the employer's business premises. ■ Citation: Idaho Code § 5-341.	All employers.
IL	No law.	
IN	Employers may not adopt a rule or policy that prohibits or has the effect of prohibiting employees, including contract employees, from possessing a firearm or ammunition that is locked in the trunk of the employee's vehicle, kept in the glove compartment of the employee's locked vehicle, or stored out of plain sight in the employee's locked vehicle. An employer may not condition employment, or any rights, benefits, privileges, or opportunities offered by the employment, upon an agreement that the applicant for employment or the employee forego the otherwise lawful ownership, possession, storage, transportation, or use of a firearm or ammunition. ■ Citation: I.C. §§ 34-28-7-2 and 34-28-8.	Generally exempts the following: (1) schools and child care organizations, (2) penal facilities, (3) personal residences, (4) certain public utilities generating electricity, and (5) entities required to ban firearms per federal law. Other specific exemptions can be found at I.C. 34-28-7-2(b). Remedies include injunctive relief, actual damages, court costs, and attorneys' fees. Provides immunity from lawsuits against employers who comply with the statute's provisions.
IA	Iowa law makes it unlawful to carry a concealed weapon or any loaded firearm of any kind without a permit, but one of the exceptions allows persons to go armed in their own places of business. ■ Citation: Iowa Code § 724.4.	All employers.

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KS	<p>The Personal and Family Protection Act allows properly licensed individuals to carry a concealed handgun, as defined by statute. Public and private employers are expressly permitted to restrict or prohibit employees from carrying a concealed weapon while on the employer's business premises or while engaged in the employee's employment duties; however, licensed employees are permitted to store their firearms in their vehicles while at work, even if their vehicles are parked on the employer's property. Businesses open to the public may likewise restrict or prohibit any individual from carrying a concealed weapon while on the premises (except on the business owner's parking lot) provided that a mandated posting is made. Concealed carry licensees are permitted by state law to place their firearms in their vehicles without being subject to conflicting local ordinances restricting the open carry or unlawful transportation of firearms. Cities and counties still have the authority, however, to regulate the open carry of firearms on one's person. In certain venues such as city halls, daycares, public libraries, churches, etc., even if properly licensed, individuals are expressly prohibited from carrying a concealed weapon by statute, provided that these areas have been properly posted (areas prohibited by federal law need not be posted).</p> <p>■ <i>Citation:</i> Kan. Stat. Ann. 75-7c01 <i>et seq.</i></p>	All employers.
KY	<p>A person, including but not limited to an employer, who owns, leases, or otherwise occupies real property: (1) may prevent a person who is prohibited by state or federal law from possessing a firearm or ammunition on the property; but (2) may not prohibit any person who is legally entitled to possess a firearm from possessing in a vehicle on the property a firearm, part of a firearm, ammunition, or ammunition component. This law does not apply to any real property owned, leased, or occupied by the U.S. government when the possession or carrying of firearms is prohibited or controlled, such as detention facilities or any property where state law specifically prohibits possession or carrying of firearms. It is unlawful to carry a concealed firearm into any elementary or secondary school without the consent of school authorities, day-care facility, or family child-care home. However, an owner of a certified child-care home may carry a concealed firearm into the owner's residence used as a certified child-care home. A private business may prohibit employees from carrying concealed deadly weapons on the property of the employer. However, an employer may not prohibit employees holding a concealed deadly weapons license from carrying concealed deadly weapons in vehicles owned by the employee, even when the vehicle is used for company business or located on company premises.</p> <p>■ <i>Citation:</i> KRS § 237.106; KRS § 527.070; KRS § 199.011; KRS § 199.894; KRS § 237.110(17); OAG 98-12.</p>	Private employers and the Justice and Safety Cabinet.
LA	<p>State law grants properly licensed individuals the right to keep firearms in their locked vehicles in any designated parking area, including employee parking lots and garages provided by employers. An employer, however, can require an employee to hide the firearm from plain view or within a locked case or container within the vehicle. This law does not apply where the possession of a firearm is prohibited under state or federal law, and it does not apply to company-owned vehicles. State law also gives property owners or lessees the right to prohibit or restrict access of persons possessing concealed handguns.</p> <p>■ <i>Citation:</i> La. Rev. Stat. Ann. §§ 32:292.1 and 40:1379.3.</p>	All employers.
ME	<p>Employers may not prohibit employees who possess valid permits from keeping a firearm in their vehicles on company property. The firearm must not be visible and the vehicle must be locked. Does not apply to premises where otherwise banned.</p> <p>■ <i>Citation:</i> 26 M.R.S.A. § 600.</p>	
MD	<p>Maryland's law, which bans possession of short-barreled rifles or shotguns, provides an exception for those on "official business" who are law enforcement, members of the armed forces, wardens or correctional officers, and sheriffs.</p> <p>■ <i>Citation:</i> Md. Code Ann., Pub. Safety § 5-203.</p>	
MA	No law.	
MI	<p>Michigan's Carrying Concealed Weapons Act prohibits employers from stopping employees from (1) applying for or receiving a license to carry a concealed pistol or (2) carrying a concealed pistol in compliance with a license. The Act doesn't prohibit employers from stopping employees from carrying concealed pistols during employment.</p> <p>■ <i>Citation:</i> MCL 28.425n.</p>	All employers.
MN	<p>Employers can prohibit employees from carrying firearms while employees are acting in the course and scope of their employment. Employers may ban guns from the premises, but they cannot prohibit firearms in parking areas.</p> <p>■ <i>Citation:</i> Minn. Stat. § 624.714, subd. 18.</p>	All employers.

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MS	<p>Carrying concealed weapons is allowed with a license, but employers may ban weapons by posting a written notice, readable from a distance not less than 10 feet, that the "carrying of a pistol or revolver is prohibited." A private employer may prohibit weapons in vehicles if it maintains a fence, gate, security station or otherwise restricts or limits general public access onto the property. Otherwise, a public or private employer may not restrict a person from transporting or storing a firearm in a locked vehicle in any parking lot, parking garage, or other designated parking area.</p> <p>■ <i>Citation:</i> Miss. Code Ann. § 45-9-101 (licensing requirements and employer's rights) and Miss. Code Ann. § 45-9-55 (employer's parking lot).</p>	All employers.
MO	<p>In 2003, Missouri passed a concealed weapons law making the carrying of concealed weapons lawful by a limited number of people under limited circumstances. The Missouri Supreme Court has upheld the law as constitutional, although potentially presenting technical deficiencies that can be corrected. Employers are allowed to have "no weapons" policies but should comply with the specific technical posting requirements to keep concealed weapons off premises.</p> <p>■ <i>Citation:</i> RSMo. § 571.101.</p>	All employers.
MT	<p>Montana has no laws that force employers or businesses to allow guns in the workplace or on privately held property. State law prohibits the carrying of concealed weapons inside city or town limits. Even with a concealed weapons permit, individuals are not allowed to carry concealed weapons into buildings owned or leased by the federal, state, or local government; financial institutions; or any place alcoholic beverages are sold, dispensed, or consumed. Local laws may prohibit carrying concealed weapons at public meetings. No weapons, concealed or not, are allowed in school buildings.</p> <p>"Concealed" weapons are defined as those that are wholly or partially covered by the clothing of the person carrying or bearing the weapons. Concealed weapons include handguns, pistols, and revolvers; knives with blades over 4 inches in length, daggers, and razors; and billy clubs, metal knuckles, and slingshots.</p> <p>■ <i>Citation:</i> MT Code §§ 45-8-316 through 45-8-328.</p>	
NE	<p>Nebraska's new concealed carry statute provides that any employer in control of a workplace premises may prohibit a valid permit holder from bringing a concealed handgun into the workplace, provided the employer has posted conspicuous notices advising permit holders that handguns are strictly prohibited on the premises.</p> <p>■ <i>Citation:</i> Nebraska Revised Statutes §§ 69-2427 - 69-2447.</p>	All employers.
NV	<p>Although not directly addressing an employer's right to ban firearms or weapons from the workplace, Nevada's concealed firearms statute limits that right with regard to public buildings. The statute allows the holder of a concealed firearms permit to carry a weapon while on the premises of any public building. A public building is defined as any building or office space occupied by the federal government, the state of Nevada, and any subdivision. A permit holder isn't allowed to take a firearm into public airports, buildings that are part of public schools, including the state's university and college system, and buildings that have metal detectors at each entrance or signs posted at each public entrance indicating that no firearms are allowed. Permit holders who are judges, prosecuting attorneys of the United States or Nevada, employees employed in the public building into which the firearm is to be carried, or permit holders who have permission from the person in control of the building may carry concealed firearms on the premises where they would otherwise be prohibited.</p> <p>■ <i>Citation:</i> NRS 202.3653 through 202.369.</p>	
NH	No law.	
NJ	No law.	
NM	No law.	
NY	No law.	
NC	<p>Permits don't authorize carrying concealed handguns where the person in legal possession or control of the premises posts a conspicuous notice or statement prohibiting them.</p> <p>■ <i>Citation:</i> N.C. Gen. Stat. § 14-415.11.</p>	All employers.

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ND	<p>A public or private employer may not prohibit any employee from possessing any legally owned firearm if the firearm is lawfully possessed and locked inside or locked to a private motor vehicle in a parking lot and the employee is lawfully in the area. This law does not apply to schools or universities, businesses that manufacture, use, store or transport combustible materials; vehicles owned by a public or private employer, or if said possession would violate federal or other state law or the terms of a contract with a federal entity.</p> <p>■ <i>Citation:</i> N.D.C.C. § 62.1-02-13.</p>	<p>All employers except:</p> <ol style="list-style-type: none"> 1. private and public elementary, middle and high schools, colleges and universities; 2. correctional facilities; 3. employer involved in national defense, homeland security or aerospace activities; 4. employer manufacturing or using combustible materials; 5. employers with federal contracts prohibiting weapons on the premises.
OH	<p>Ohio's concealed carry statute allows private employers to prohibit licensees from carrying firearms onto the employer's property. Private employers, however, are not required to prohibit weapons in the workplace. The Ohio statute goes one step further, expressly stating that private employers are immune from liability in a civil action for injury or death caused by a licensee bringing a handgun onto the premises. Note that the Ohio law includes a list of places that no licensee may ever carry a concealed weapon, including, but not limited to, buildings owned and/or operated by the state or any political subdivision.</p> <p>■ <i>Citation:</i> Ohio Rev. Code § 2923.126(C); Ohio Rev. Code § 2923.126(B).</p>	<p>The term "private employer" is not defined or restricted by law. It does include private colleges or universities.</p>
OK	<p>Employers may not prohibit a person from bringing firearms into parking lots as long as the person isn't a convicted felon and the vehicle is locked. However, employers may prohibit weapons from the remainder of the premises.</p> <p>■ <i>Citation:</i> 21 Okla. Stat. §§ 1289.7a and 1290.22.</p>	<p>All employers.</p>
OR	<p>No law.</p>	
PA	<p>No law.</p>	
RI	<p>No law.</p>	
SC	<p>State law allows both public and private employers to prohibit a person who is licensed from carrying a concealable weapon onto the premises of the business or workplace or while using any machinery, vehicle, or equipment owned or operated by the business. Employers may post a sign stating "No Concealable Weapons Allowed." Such posting constitutes sufficient notice to prohibit a licensed person from carrying a concealed weapon onto workplace premises.</p> <p>Signs prohibiting the carrying of a concealable weapon must be posted at each entrance into a building and must (1) be clearly visible from outside the building; (2) be at least 8 inches (in.) wide by 12 in. tall; (3) contain the words "NO CONCEALABLE WEAPONS ALLOWED" in black 1-in.-tall upper-case type at the bottom of the sign and centered between the lateral edges of the sign; (4) contain a black silhouette of a handgun inside a circle 7 in. in diameter with a diagonal line that runs from the lower left to the upper right at a 45 degree angle from the horizontal; (5) be a diameter of a circle; and (6) be placed not less than 40 in. and not more than 60 in. from the bottom of the building's entrance door.</p> <p>If the premises where concealable weapons are prohibited does not have doors, the signs must comply with other specifications spelled out by law.</p> <p>■ <i>Citation:</i> S.C. Code Ann. § 23-31-220.</p>	<p>All employers.</p>
SD	<p>Business owners are allowed to have a pistol or revolver on premises without a license. Only law enforcement officers may bring weapons into school buildings. No other laws interfere with an employer's right to ban employees from bringing weapons to work.</p> <p>■ <i>Citation:</i> Business owners: SDCL 22-14-11. School buildings: SDCL 13-32-7.</p>	<p>All employers.</p>

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TN	<p>Effective July 1, 2013, valid handgun carry permit holders may transport and store firearms and ammunition in their privately owned vehicles while in public or private parking areas if the vehicle is lawfully parked, locked, and the gun or ammunition is stored out of sight. If the permit holder is not in the vehicle, the firearm or ammunition must be locked in the trunk, glove compartment, or other locked internal or securely-affixed external container. A parking area does not include the grounds or property of a single-family detached residence.</p> <p>Employers may still ban weapons from the workplace (other than parking areas) if a notice specifying the ban is conspicuously posted. The law does not affect employers' ability to enforce "no-weapons" policies against employees who don't have carry permits or who attempt to carry firearms in employer-owned vehicles or onto parts of the employer's premises outside the employee's locked vehicle.</p> <p>Employers are exempt from liability for damages, injuries, and deaths resulting from an employee's actions involving a firearm transported in accordance with the law. Employers will not be responsible for stolen guns or ammunition.</p> <p>■ <i>Citation:</i> TCA § 39-17-1315.</p>	All employers.
TX	<p>A public or private employer may not prohibit an employee who holds a license to carry a concealed handgun, who otherwise lawfully possesses a firearm, or who lawfully possesses ammunition, from transporting or storing that firearm or ammunition in a locked, privately owned motor vehicle in a parking lot, parking garage, or other parking area the employer provides for employees. The employer can, however, otherwise still prevent the employee from carrying the weapon or ammunition onto the employer's premises.</p> <p>■ <i>Citation:</i> Texas Labor Code § 52.061-062.</p>	All employers.
UT	<p>Private sector: Private employers may adopt policies prohibiting employees and visitors from possessing weapons on employer property.</p> <p>Public sector: Under a law enacted in 2004, local authorities and state entities may not prohibit individuals from possessing firearms at their place of business or in their vehicles. Thus, state and local governmental employers may not prohibit employees from possessing firearms at work. However, certain secure facilities, such as correctional and mental health facilities and courthouses, may prohibit the possession of weapons on their premises.</p> <p>■ <i>Citation: Private sector:</i> <i>Hansen v. America Online, Inc.</i>, 96 P.3d 950 (Utah 2004). Local authorities and state entities: Utah Code § 53-5a-102.</p> <p>Secure facilities: Utah Code §§ 76-8-311.1, 76-8-311.3, and § 78A-2-203.</p>	Private employers may prohibit weapons. State and local governmental employers may not prohibit firearms.
VT	No law.	
VA	No law.	
WA	No law.	
WV	No law.	
WI	<p>An employer may prohibit an employee from carrying a concealed weapon or a particular type of concealed weapon in the course of the employee's employment or during any part of the course of the employee's employment. "Weapons" include handguns, electronic tasers, billyclubs and knives. If a permit is required, such as for a gun, the permit holder must have gone through training. The law permits certain owners and occupants of property to prohibit persons from carrying a concealed firearm in or on the property. An employer may not prohibit a person with a concealed weapon license, as a condition of employment, from carrying a concealed weapon, a particular type of concealed weapon, or ammunition or from storing a weapon, a particular type of weapon, or ammunition in the licensee's own motor vehicle, regardless of whether the motor vehicle is used in course of employment or whether the motor vehicle is driven or parked on property used by the employer. Generally, an employer will not be liable if it allows the carrying of concealed weapons and someone is injured or killed as a result of a license holder using the weapon. However, there may be circumstances where such liability may exist.</p> <p>■ <i>Citation:</i> Wis. Stat. § 175.60(15m)(a) and (b).</p>	
WY	No law.	
Canada	<p>Employers are generally free to ban employees from bringing weapons to the employer's premises. The authorization to carry and transport firearms is regulated by the federal government. The Firearms Act restricts the transportation of firearms to places specified in the Act. Special regulations would apply to certain occupations that carry firearms in the course of employment, for example, police or conservation officers.</p> <p>■ <i>Citation:</i> Firearms Act.</p>	All employers.