

GUNS IN THE WORKPLACE- STATE SUMMARY¹



State/Territory	Employer's Rights and Limitations on the Prohibitions of Firearms in the Workplace
Alabama	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Alaska	<p>Employers may prohibit firearms in secured restricted access areas, from vehicles leased or owned by the employer, and from employer-owned parking lots within 300 feet of a secured restricted access area that does not include common areas with entrance ways open to general public. Employers must post conspicuous signs at the entrances to such secured restricted access areas and any affected parking lots regarding prohibition of firearms in those places.</p> <p>Employers may not prohibit an employee who has a federal or state legal right to possess a firearm from possessing a firearm while in a motor vehicle, nor from storing a firearm that is locked in the employee's vehicle other than in secured restricted access parking lots as described above.</p> <p>Alaska Stat. §18.65.800</p>
Arizona	<p>Employers may not prohibit a person from lawfully transporting or lawfully storing a firearm that is in the person's locked and privately owned motor vehicle or in a locked compartment on the person's privately owned motorcycles and that is not visible from outside of the motor vehicles or motorcycles.</p> <p>Employers may have a policy against the transport or storage of firearms in some limited circumstances including if an alternate parking area for individuals who desire to transport or store firearms is provided and located in reasonable proximity and no extra fee is charged.</p> <p>Ariz. Rev. Stat. §12-781</p>
Arkansas	No State Statute or Regulation Specifically Governing Firearms in the Workplace
California	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Colorado	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Connecticut	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Delaware	No State Statute or Regulation Specifically Governing Firearms in the Workplace
District of Columbia	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Florida	<p>Employers may ban possession of a firearm outside a vehicle on company property regardless of whether the individual has a permit for concealed weapons.</p> <p>Employers may not prohibit employees who have concealed weapons permits and lawfully possess firearms from storing such firearms locked inside or locked to their vehicles in the company parking lots.</p> <p>Employers may not search employee's vehicles or inquire if employees are keeping lawful weapons inside their locked vehicles except that on-duty law enforcement may conduct such searches with the proper warrant.</p> <p>Employers may ban firearms and other weapons in parked vehicles for employees who do not have a concealed weapons permit.</p> <p>Employers shall not condition employment based on whether the applicant has a permit to allow them to carry a firearm; shall not require an agreement that employees not keep legal firearms in vehicle out of sight in parking lot; and shall not terminate employees for exercising their constitutional right to keep and bear arms or for exercising the right to self-defense as long as a firearm is never exhibited on company property for any reason other than lawful defense purposes.</p> <p>Fla. Stat. § 790.251.</p>

¹ The descriptions provided below are brief summaries of the state's various statutes and regulations, are not all inclusive and do not detail exceptions provided in the statutes. The full statute should be consulted for a comprehensive understanding of the state's law.

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Georgia	<p>Employers are not permitted to search locked private vehicles of their employees in parking lots owned by employer. Some exceptions apply such as searches by law enforcement officers with valid warrants or searches to prevent threats of imminent harm.</p> <p>Employers also may not require, as a condition of employment, that an applicant agree not to bring a licensed firearm in a vehicle where the firearm is out of sight and in a locked vehicle.</p> <p>Employees have the right to carry licensed firearms onto an employer's property so long as the firearm is locked out of sight in an individual's privately owned vehicle; except parking lots that are secured from public access. Additionally, nothing in statute prohibits anyone, including employers, from restricting access to property over which they are legally in control through ownership, lease, rental, or contract.</p> <p>Ga. Code Ann. §16-11-135.</p>
Hawaii	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Idaho	<p>Employers are immune from civil damages for claims involving employer's policy to specifically allow or not prohibit the lawful storage of firearms by employees in their personal motor vehicles on the employer's business premises.</p> <p>Idaho Code Ann. § 5-341</p>
Illinois	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Indiana	<p>Employers may regulate or prohibit possession or carrying of a firearm during and in the course of job duties and while on employer's property. However, employers may not adopt or enforce policies that prohibit an employee from possessing a firearm or ammunition that is locked in the trunk of the employee's vehicle, kept in a locked vehicle's glove compartment or stored out of plain sight in the employee's vehicle.</p> <p>Employers are also prohibited from requiring job applicants to disclose whether they own, possess, use or transport firearms or ammunition. Employers are also prohibited from conditioning employment, or any rights, benefits, privileges, or opportunities offered by the employment, upon an agreement that the applicant for employment or employee forego the rights of the applicant or employee to ownership, possession, storage, transportation, or use of a firearm or ammunition.</p> <p>Ind. Code §§34-28-7; 34-28-8</p>
Iowa	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Kansas	<p>Employers may have workplace policies that restrict or prohibit employees from carrying concealed handguns while they are performing their job duties and/or on employer's premises. Employers, may not, however, prohibit employees from keeping handguns in their private vehicles, even when those vehicles are parked in the employer's parking lots.</p> <p>Business owners, including employers, must post signs if they desire to restrict or prohibit anyone from carrying concealed handguns within their buildings. The signs must be displayed in a manner that is reasonably likely to draw the attention of persons entering buildings.</p> <p>Kan. Stat. Ann. §§75-7c10; 75-7c11.</p>
Kentucky	<p>Employers, or persons, who own property, may prohibit carrying concealed weapons on their person if they post signs identifying the prohibition.</p> <p>Employers 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.</p> <p>Employers also liable for civil damages for firing, disciplining, demoting, or otherwise punishing an employee who is lawfully exercising the right to carry or possess a firearm or ammunition and who is engaged in conduct in compliance with the law.</p> <p>Ky. Rev. Stat. Ann § 237.106-110.</p>

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Louisiana	<p>Employers may prohibit firearms on company property if access to the property is restricted with the use of fences, gates, security stations, or other means. If the employer prohibits firearms, the employer must provide an alternate parking area reasonably close to the main parking area in which employees may transport or store firearms in locked, privately owned motor vehicles or other facilities for the temporary storage of firearms.</p> <p>Employers may not prohibit firearms lawfully possessed by their employees in a locked vehicle on the employer's property where the property is unsecured.</p> <p>La. Rev. Stat Ann. §32:291.1</p>
Maine	<p>Employers may not prohibit an employee who has a valid permit to carry a concealed weapon from keeping a firearm in the employee's vehicle as long as the vehicle is locked and the firearm is not visible.</p> <p>Me. Rev. Stat. tit. 26 § 600.</p>
Maryland	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Massachusetts	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Michigan	<p>Employers can prohibit an employee who has a license to carry a concealed firearm from carrying the firearm while performing his or her job duties.</p> <p>Mich. Comp. Laws § 28.425n</p>
Minnesota	<p>Private employers may have policies that prohibit the possession of firearms by employees while acting in the course of their employment and may prohibit employees from possessing a firearm on company property. Employers may not, however, prohibit an employee from lawfully carrying or possessing a firearm in a parking lot.</p> <p>Any policies prohibiting the possession of lawful firearms must be posted in a conspicuous sign at every entrance specifying that firearms are banned from the premises.</p> <p>Minn. Stat. §624.714</p>
Mississippi	<p>Employers may not prohibit individuals from storing or transporting firearms in their own locked vehicles in company parking areas unless such is prohibited by other state or federal law. Employers may prohibit employees from carrying firearms in their vehicles if the public is prevented from entering the parking area.</p> <p>Except as provided above in public parking areas, employers may prohibit weapons in the workplace if the employer posts a notice that is clearly readable from at least 10 feet away stating that carrying concealed firearms is prohibited.</p> <p>Miss. Code Ann. §45-9-55, 45-9-101</p>
Missouri	<p>Private property owners, including private employers, may prohibit the carrying of concealed firearms on their properties by posting signs giving notice of the prohibition. Similarly, the owner or manager of a business may prohibit employees from carrying concealed firearms on the property of the employer. If the building is open the public, the owner must post a sign.</p> <p>Persons, including employees, may keep firearms in their vehicles on private property as long as they are not removed from the vehicle or brandished while the vehicle is on the premises. Employers may prohibit employees from carrying a concealed firearm in vehicles owned by the employer.</p> <p>Mo. Rev. Stat. §571.107</p>
Montana	No State Statute or Regulation Specifically Governing Firearms in the Workplace

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Nebraska	<p>Employers may prohibit anyone who has a permit to carry a concealed firearm from bringing such a weapon into the workplace or premises. If the workplace is open to the public, the employer must post a conspicuous notice that carrying a handgun is prohibited or it must specifically request the permit holder to remove his/her handgun from the premises.</p> <p>Employees may keep handguns in vehicles while riding in or on a parking lot, which is open to the public, if prior to exiting the vehicle, the handgun is locked inside the glove box, trunk or other compartment of the vehicle. An employer may prohibit employees from carrying handguns in vehicles owned by the employer.</p> <p>Neb. Rev. Stat. §§69-2441; 69-2443</p>
Nevada	No State Statute or Regulation Specifically Governing Firearms in the Workplace
New Hampshire	No State Statute or Regulation Specifically Governing Firearms in the Workplace
New Jersey	No State Statute or Regulation Specifically Governing Firearms in the Workplace
New Mexico	No State Statute or Regulation Specifically Governing Firearms in the Workplace
New York	No State Statute or Regulation Specifically Governing Firearms in the Workplace
North Carolina	No State Statute or Regulation Specifically Governing Firearms in the Workplace
North Dakota	<p>Employers may not prohibit employees from possessing legally owned firearms inside a locked vehicle in a parking lot.</p> <p>Employers may not make verbal or written inquiries regarding the presence of a firearm inside a locked vehicle in a parking lot.</p> <p>Employers may not condition employment upon whether an applicant holds or does not hold a concealed weapon's license and may not terminate an employee or otherwise discriminate against an employee for exercising constitutional rights to have a firearm or defend themselves.</p> <p>N.D. Cent. Code §62.1-02-13</p>
Ohio	<p>Private employers, other than private college or universities, may prohibit firearms on employer's property including employer-owned motor vehicles. Persons with a license to carry may not carry a firearm onto a private college's or university's property except that they may keep a firearm inside their own locked person vehicle.</p> <p>Ohio Rev. Code §2923.126.</p>
Oklahoma	<p>Employers may prohibit the possession of weapons on any property owned or controlled by the employer except that employers are prohibited from prohibiting any person (except a convicted felon) from transporting and storing firearms and ammunition in a locked motor vehicle.</p> <p>Employers are prohibited from asking any applicant for employment information about whether the applicant owns or possesses a firearm.</p> <p>An employer who makes a prohibited inquiry about an applicants' firearm ownership is guilty of a misdemeanor punishable by a fine not to exceed \$1000.00.</p> <p>Okla. Stat. tit. 21, §§1289.7a, 1289.27, 1290.22</p>
Oregon	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Pennsylvania	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Puerto Rico	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Rhode Island	No State Statute or Regulation Specifically Governing Firearms in the Workplace
South Carolina	No State Statute or Regulation Specifically Governing Firearms in the Workplace
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Tennessee	<p>Employer may prohibit possession of firearms on its property, within building, or on portion of property by posting notices of the prohibition at entrances. The notice must state that possession of a weapon in a posted area is a criminal offense.</p> <p>Tenn. Code Ann. §39-17-1359.</p>
Texas	<p>Employers may not prohibit an employee who lawfully possesses a firearm or ammunition from transporting or storing the firearm or ammunition in a locked privately owned motor vehicle in a parking area provided by the employer for employees.</p> <p>Employer may prohibit or limit employees from carrying the firearm onto the employer's premise except for parking lots as described above.</p> <p>Tex. Labor. Code §§52.061-64.</p>
Utah	<p>Employers may prohibit employees from possessing firearms on their private property, except that employees have the right to keep firearms in a vehicle on the employer's parking lot if they have a permit, and the firearm is locked in the vehicle, locked in a container attached to the vehicle, and not in plain view.</p> <p>Employer may prohibit firearms in parked vehicles if there is an alternative parking area reasonably close to the employer that would not create an additional cost to the employee or if the employer provides a secured and monitored storage location for the employee to store their firearm.</p> <p>Utah Code Ann. §§34-45-103, 34-45-107.</p>
Vermont	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Virginia	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Washington	No State Statute or Regulation Specifically Governing Firearms in the Workplace
West Virginia	No State Statute or Regulation Specifically Governing Firearms in the Workplace
Wisconsin	<p>Employers may prohibit employees from carrying concealed weapons during the course of employment except that an employee may not be prevented from storing the concealed weapon and ammunition in the employee's personal motor vehicle. Employers may not condition employment on prohibiting an employee who has a valid license to carry from carrying a concealed weapon outside the course of their employment.</p> <p>Wis. Stat. §943.13</p>
Wyoming	No State Statute or Regulation Specifically Governing Firearms in the Workplace