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Re: 50-State Survey: Workplace Firearm Laws

The following is a survey of state laws that address 1) firearms in employer parking lots; and 2) posting requirements for the prohibition of firearms inside an employer's property. It should be noted that a number of states provide separate statutory provisions that prohibit firearms in other locations, such as government buildings, correctional institutions, healthcare facilities, and educational institutions. To the extent that state weapons statutes discuss prohibitions in certain locations - separate and apart from parking lot laws and/or posting requirements applicable to private employers or property owners – this survey does not address those specific exceptions or provisions.

<u>STATE</u>	<u>PARKING LOT LAW/POSTING LAW</u>	<u>MAIN PROVISIONS OF PARKING LOT LAW</u>	<u>MAIN PROVISIONS OF POSTING LAW</u>	<u>PENALTIES / LIABILITY EXEMPTIONS</u>
Alabama	Yes/Yes	<p>A public or private employer may not restrict or prohibit the transportation or storage of a lawfully possessed firearm or ammunition in an employee's privately owned motor vehicle while parked or operated in a public or private area if the employee satisfies the following:</p> <ul style="list-style-type: none"> • The employee has a valid concealed weapon permit; or • The weapon is any firearm legal for use for hunting in Alabama other than a pistol. The employee must also satisfy additional conditions under the Section; and • The motor vehicle is operated or parked in a location where it is permitted to be; and • The firearm is either: <ul style="list-style-type: none"> o In a motor vehicle attended by the employee and kept from ordinary observation within the motor vehicle; or o In a motor vehicle unattended by the employee, kept from ordinary observation, and locked within a compartment, container, or in the interior of the person's privately owned motor vehicle, or in a compartment or container securely affixed to the motor vehicle. <p>Ala. Code § 13A-11-90(b).</p> <p>A public or private employer who believes that an employee presents a risk of harm to themselves or to others may inquire as to whether the employee possesses a firearm in their private motor vehicle. If the employee does possess a firearm in their private motor vehicle on the employer's property, then the employer may inquire to determine whether the employee complies with the requirements imposed by subsection (b). An employer has</p>	<p>A person or entity with authority over the premises where access of unauthorized persons and prohibited articles are limited during normal hours of operation by the "continuous posting of guards and the use of other security features that include, but are not limited to, magnetometers, key cards, biometric screening devices, or turnstiles or other physical barriers" must post a notice at public entrances of premises or buildings to alert persons entering that firearms are prohibited.</p> <p>Ala. Code § 13A-11-61.2(c).</p>	<p>An employer is "absolutely immune from any claim, cause of action or lawsuit" that is alleged to arise either directly or indirectly from a firearm brought onto the property of the employer, including a firearm that is transported in an employee's privately owned motor vehicle.</p> <p>Ala. Code § 13A-11-91(a).</p> <p>An employer is not immune from "their own affirmative, wrongful acts that cause harm, damage, or injury to another."</p> <p>Ala. Code § 13A-11-91(d).</p> <p>The presence of a firearm or ammunition on property of an employer does not, by itself, constitute an employer's failure to provide a safe workplace.</p> <p>Ala. Code § 13A-11-91(b).</p>

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		<p>discretion to take adverse employment action against an employee who does not comply with subsection (b). An employer, however, cannot take adverse employment action against an employee who at all times complies with subsection (b) or solely on the basis that the employee possesses a firearm and complies with the requirements in subsection (b). Ala. Code § 13A-11-90(c).</p>		
Alaska	Yes/Yes	<p>An employer cannot prohibit an individual from lawfully possessing a firearm while the individual is within a motor vehicle or storing a firearm that is locked in the motor vehicle if the motor vehicle is legally parked. An employer or its agent may prohibit the possession of firearms in the following situations:</p> <ul style="list-style-type: none"> • Within a secured restricted access area; • In a vehicle owned, leased, or rented by the employer or its agent; or • In a parking lot owned or controlled by the employer within 300 feet of a secured restricted access area that does not include common areas open to the general public. <p>Alaska Stat. § 18.65.800(a), (d).</p>	<p>An employer or its agent must post conspicuous notice of the prohibition against possession of firearms at each entrance to the restricted access area and affected parking area. Alaska Stat. § 18.65.800(d).</p>	<p>A person is not liable for any injury or damage resulting from the storage of a firearm in the vehicle of another individual pursuant to this section. Alaska Stat. § 18.65.800(c).</p>
Arizona	Yes/No	<p>A property owner, tenant, public or private employer or business entity cannot establish, maintain, or enforce a policy or rule that prohibits a person from lawfully transporting or storing any firearm that satisfies the following conditions:</p> <ul style="list-style-type: none"> • Is in a person’s locked and privately owned motor vehicle or in a locked compartment on the person’s privately owned motorcycle; and • Is not visible from the outside of the motor vehicle or motorcycle. <p>Ariz. Rev. Stat. § 12–781(A).</p> <p>An employer can prohibit the transport or storage of a firearm if:</p> <ul style="list-style-type: none"> • Possession of the firearm is prohibited by federal or state law. • The motor vehicle is owned or leased by an employer and is used by an employee in the course of the employment, unless the employee is required to store or transport a firearm in discharging their duties or if the employer or business entity consents to the transportation or storage of the firearm. • The employer provides a parking lot, parking garage, or other area designated for parking motor vehicles, that: <ul style="list-style-type: none"> • Is secured by a fence or other physical barrier. • Limits access by a guard or other security measure. • Provides temporary and secure firearm storage. • The employer’s compliance with this section necessitates the violation of another applicable federal or state law or regulation. 	None.	<p>“No person in this state shall be subject to civil liability for engaging in conduct otherwise justified pursuant to the provisions of this chapter.” Ariz. Rev. Stat. §§ 13-413.</p>

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		<ul style="list-style-type: none"> The employer is a nuclear generating station that provides a secured and gated or fenced parking lot, parking garage, or other area designated for parking motor vehicles and provides temporary and secure firearm storage. The parking lot, parking garage, or other area designated for parking motor vehicles is on an owner-occupied single-family detached residence or a tenant-occupied single-family detached residence. The employer is a current U.S. Department of Defense contractor and the property is located in whole or in part on a U.S. military base or a U.S. military installation. The employer provides alternative parking in a location reasonably proximate to the primary parking area for individuals to transport or store a firearm in the individual's motor vehicle and does not charge an extra fee for such parking. <p>Ariz. Rev. Stat. § 12-781(C).</p>		
Arkansas	Yes/Yes	<p>Notwithstanding the general prohibition on carrying a concealed firearm into certain locations, such prohibitions do not apply to:</p> <ul style="list-style-type: none"> A publicly owned and maintained parking lot of a college, community college, or university if the licensee is carrying a concealed handgun in his or her motor vehicle or has left the concealed handgun in their locked and unattended motor vehicle; or Any place at the discretion of the person or entity exercising control over the physical location of the place by placing at each entrance to the place a written notice clearly readable at a distance of not less than ten feet (10') that "carrying a handgun is prohibited," except that such exception does not apply to a publicly owned and maintained parking lot if the licensee is carrying a concealed handgun in their motor vehicle or has left the concealed handgun in his or her locked and unattended motor vehicle. <p>Ark. Code Ann. §§ 5-73-306(14)(B)(v), 19(A)-(B).</p>	<p>An employer who exercises "control of the physical location" can place at each entrance a written notice that is "clearly readable" at a distance of not less than ten feet stating that "carrying a handgun is prohibited."</p> <p>Ark. Code Ann. § 5-73-306(19)(A)(i).</p>	None.
California	Yes/No	<p>A person over the age of 18 years who resides or is temporarily within this state is "not prohibited by state or federal law from possessing, receiving, owning, or purchasing a firearm, from transporting or carrying any pistol, revolver, or other firearm capable of being concealed upon the person, provided that the following applies to the firearm:</p> <p>(1) The firearm is within a motor vehicle and it is locked in the vehicle's trunk or in a locked container in the vehicle.</p> <p>(2) The firearm is carried by the person directly to or from any motor vehicle for any lawful purpose and, while carrying the</p>	None.	None.

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		<p>firearm, the firearm is contained within a locked container. Cal. Penal Code § 25610(a).”</p> <p>The provisions of this section do not prohibit or limit the otherwise lawful carrying or transportation of any pistol, revolver, or other firearm capable of being concealed upon the person in accordance with the provisions listed in § 16580. Cal. Penal Code § 25610(a).</p>		
Colorado	Yes/No	<p>Nothing in the provisions on permits to carry concealed handguns shall be construed to limit, restrict, or prohibit in any manner the existing rights of a private property owner, private tenant, private employer, or private business entity. Col. Rev. Stat. Ann. § 18-12-214.</p> <p>A concealed weapon permit does not authorize the permittee to use a handgun in a manner that would violate a provision of state law; to carry a concealed handgun into a place where the carrying of firearms is prohibited by federal law; a person to carry a concealed handgun onto the real property; or into any improvements erected thereon, of a public elementary, middle, junior high, or high school (unless the handgun remains in his or her vehicle or the permittee is employed or retained by contract by a school district or charter school as a school security officer); a person to carry a concealed handgun into a public building at which security personnel and electronic weapons screening devices are permanently in place at each entrance to the building, security personnel electronically screen each person who enters the building to determine whether the person is carrying a weapon of any kind; and security personnel require each person who is carrying a weapon of any kind to leave the weapon in possession of security personnel while the person is in the building. Col. Rev. Stat. Ann. § 18-12-214.</p>	None.	None.
Connecticut	No/No	<p>A person who “owns or excises control over” its premises may prohibit the possession or carrying of a pistol or revolver onto its premises. Conn. Gen. Stat. § 29-28.</p>	None.	None.
Delaware	No/No	None.	None.	None.
Florida	Yes/No	<p>The Preservation and Protection of the Right to Keep and Bear Arms in Motor Vehicles Act of 2008 prohibits public and private employers from restricting customers, invitees, and employees from possessing a legally owned firearm locked within, or to, a private motor vehicle when legally parked in a parking lot. Fla. Stat. § 790.251(4)(a).</p> <p>Employer is defined as “any business that is a sole proprietorship,</p>	No law.	<p>In the event of a violation by an employer, the Florida Attorney General may bring a civil or administrative action for damages, injunctive relief and civil damages. Additionally, an individual may bring a private action under the act, and may be entitled to reasonable personal costs and losses suffered including court costs and attorney’s fees. Fla. Stat. § 790.251(6).</p>

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		<p>partnership, corporation, limited liability company, professional association, cooperative, joint venture, trust, firm, institution, or association, or public sector entity, that has employees.” Fla. Stat. § 790.251(2)(d).</p> <p>No search or inquiry is allowed unless conducted by on-duty law enforcement pursuant to constitutional protections. Employment may not be conditioned on the having a license for possession of a firearm or agreement by the employee not to possess a firearm within their private vehicle while in a parking lot. No employee or customer may terminate or otherwise discriminate against an employee or customer for possessing a firearm if the firearm is not exhibited on company property except for lawful defense. Fla. Stat. § 790.251(4)(b)-(e).</p> <p>Exceptions from coverage of the law include school property, correctional institutions, nuclear power plants, premises substantially involved in national defense, property involving combustible materials, vehicles owned or leased by the employer, and those properties which exclude firearms under federal law. Fla. Stat. § 790.251(7).</p>		<p>Employers are generally insulated from damages resulting from compliance with the statute. Fla. Stat. § 790.251(5).</p>
Georgia	Yes/No	<p>Public and private employers cannot enforce a rule or policy that permits employers to search locked, privately-owned vehicles of employees or invited guests on the employer’s parking lot. Ga. Code Ann. § 16-11-135(a).</p> <p>This provision does not apply to vehicles owned or leased by an employer; to situations where a reasonable person believes accessing the locked vehicle is necessary to prevent an immediate threat to human life, health, or safety; and to searches conducted by private security officers for loss prevention purposes based on probable cause that the employee unlawfully possesses employer property, if the employee gives consent. Ga. Code Ann. § 16-11-135(c)(2)-(4).</p> <p>Public and private employers cannot condition employment upon an agreement with a potential employee that prohibits the employee from entering the parking lot if the employee’s privately-owned vehicle contains a firearm or ammunition that is locked out of sight within the trunk, glove box, or other enclosed compartment or area in the vehicle, as long as the employee possesses a Georgia weapons carry license. Ga. Code Ann. § 16-11-135(b).</p> <p>Employers who provide applicable employees with a secure</p>	No law.	<p>The Georgia attorney general’s office enforces the parking lot law and can sue employers for violations. Ga. Code Ann. §§ 16-11-135(i).</p> <p>Employers and property owners are generally immune from liability for damages resulting from compliance with the parking lot law except where the employer knew that the person using such firearm would commit a criminal act on the employer’s premises. Ga. Code Ann. § 16-11-135(e).</p>

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		<p>parking area which restricts general public access through the use of a gate, security station, security officers, or similar means may enact a policy allowing vehicle searches upon entry. Ga. Code Ann. § 16-11-135(d)(1).</p> <p>Exceptions from coverage also include facilities associated with electric, gas, or water generation and storage, correctional institutions, certain premises related to national defense, those employees who are restricted from carrying or possessing a firearm on the employer's premises due to a completed or pending disciplinary action, and those properties which exclude firearms under state or federal law or regulation. Ga. Code Ann. § 16-11-135(d).</p>		
Hawaii	No/No	No law.	No law.	No law.
Idaho	Yes/No	Employers cannot be sued in Idaho courts for civil damages arising out of a policy specifically permitting or not prohibiting the lawful storage of firearms by employees in their personal motor vehicles in employer parking lots. Idaho Code Ann. § 5-341.	No law.	<i>See Parking Lot Law.</i>
Illinois	Yes/Yes	<p>The owner of private real property of any type cannot prohibit employees and other persons from storing concealed firearms or ammunition in their private vehicles on the employer's parking lot as long as the firearms are concealed inside the vehicle's glove compartment, trunk, or other container. The vehicle or the container containing the firearms and ammunition must be locked. 430 Ill. Comp. Stat. 66/65(a-10)(b).</p> <p>Employers cannot prohibit employees and other persons from carrying concealed firearms in the immediate area surrounding their private vehicle in the employer's parking lot if for the purpose of storing the firearms or retrieving the firearms from the vehicle's trunk. 430 Ill. Comp. Stat. 66/65(a-10)(b).</p> <p>Licensed individuals may also keep firearms in their personal vehicles as outlined above in parking areas at the following locations: public or private elementary or secondary schools; public or private community colleges or universities; pre-schools or childcare facilities; certain government property; correctional facilities; public or private hospitals, hospital affiliates, mental health facilities, or nursing homes; public transportation facilities; establishments where the sale of alcohol makes up more than 50% of the establishment's gross receipts; gaming facilities; sports stadiums and arenas; public libraries; amusement parks, zoos, and museums.</p>	Employers must clearly and conspicuously post signs indicating that firearms are prohibited. Signs must be posted at building and property entrances where firearms are prohibited. The signs must be of a uniform design as established by the Department of State Police and be four inches by six inches in size. 430 Ill. Comp. Stat. 66/65(a-10)(d).	The Department of State Police enforces the Parking Lot law and Posting law. 430 Ill. Comp. Stat. 66/95.

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Indiana	Yes/No	<p>Persons may not enact a policy or rule that prohibits or has the effect of prohibiting an employee or contract employee 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. Ind. Code Ann. § 34-28-7-2(a).</p> <p>Subsection (a) does not prohibit the adoption or enforcement of rules or policies that prohibit employees, including contract employees, from possessing a firearm or ammunition on the property of: child care centers or institutions, private secure facilities, group homes, emergency shelters and domestic violence shelters, correctional facilities, postsecondary institutions, public utilities, and certain federally controlled property. Ind. Code Ann. § 34-28-7-2(b).</p> <p>An employer cannot condition employment or any rights or privileges offered by the employment upon an agreement with the employee or prospective employee that prohibits the employee from possessing a firearm or ammunition in the employee's vehicle or otherwise forego lawful ownership, possession, storage, transportation, or use of a firearm or ammunition. Employers cannot require employees or applicants to disclose whether or not they own or possess firearms or ammunition. Ind. Code Ann. § 34-28-8-6.</p> <p>Employers may regulate or prohibit the possession or carrying of a firearm by an employee during the course of the employee's duties on behalf of the employer or while on the property of the employer. Ind. Code Ann. § 34-28-8-9.</p>	No law.	<p>Employees have the right to sue employers for violations of the Parking Lot laws for actual damages and court costs and attorney's fees. Ind. Code Ann. § 34-28-7-3. Punitive damages may be awarded for violations of Ind. Code Ann. § 34-28-8-6; <i>see also</i> Ind. Code Ann. § 34-28-8-7.</p> <p>Courts do not have jurisdiction over actions brought against an employer where injuries or damages result from the employer's compliance with the statute. Ind. Code Ann. § 34-28-7-5.</p>
Iowa	No (See Chart) /No	Polk County Trial Court Case: The Court found that employers have the discretion to prohibit firearms on the employers' premises. <i>Wardlow v. Iowa Employment Appeal Bd.</i> , 2011 WL 2110347 (Tr. Ct. Mar. 11, 2011).	No law.	No law.
Kansas	Yes/Yes	<p>Public and private employers cannot prohibit employees from keeping weapons in their private vehicles in employer parking lots. Kan. Stat. Ann. § 75-7c10(b).</p> <p>Employers may implement policies that restrict or prohibit employees from carrying concealed weapons while they are performing their job duties or while on employers' premises. Kan. Stat. Ann. § 75-7c10(b).</p>	<p>Employers and business owners must post signs to restrict or prohibit persons from carrying concealed weapons within their buildings. The signs must contain the required graphic (handgun with a circle and diagonal slash) and must be conspicuously posted at all exterior entrances, at the eye level of adults, and not more than 12 inches to the right or left of the entrance. Kan. Stat. Ann. § 75-7c10(i); Kan. Admin. Regs. § 16-11-7.</p>	<p>The Kansas Attorney General administers and enforces the Parking Lot law and the notification requirements related to the Posting law. Kan. Stat. Ann. § 75-7c10.</p> <p>Employers are generally immune from liability for any wrongful acts or omissions relating to the prohibition or allowance of firearms on its premises. Kan. Stat. Ann. § 75-7c10(c).</p>

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Kentucky	Yes/Yes	<p>KRS § 237.106:</p> <p>(1) No person, including but not limited to an employer, who is the owner, lessee, or occupant of real property shall prohibit any person who is legally entitled to possess a firearm from possessing a firearm, part of a firearm, ammunition, or ammunition component in a vehicle on the property.</p> <p>(2) A person, including but not limited to an employer, who owns, leases, or otherwise occupies real property may prevent a person who is prohibited by state or federal law from possessing a firearm or ammunition from possessing a firearm or ammunition on the property.</p> <p>(3) A firearm may be removed from the vehicle or handled in the case of self-defense, defense of another, defense of property, or as authorized by the owner, lessee, or occupant of the property.</p> <p>(4) An employer that fires, disciplines, demotes, or otherwise punishes an employee who is lawfully exercising a right guaranteed by this section and who is engaging in conduct in compliance with this statute shall be liable in civil damages. An employee may seek and the court shall grant an injunction against an employer who is violating the provisions of this section when it is found that the employee is in compliance with the provisions of this section.</p>	<p>KRS § 237.110 (17) The owner, business or commercial lessee, or manager of a private business enterprise, day-care center as defined in KRS 199.894 or certified or licensed family child-care home as defined in KRS 199.8982, or a health-care facility licensed under KRS Chapter 216B, except facilities renting or leasing housing, may prohibit persons holding concealed deadly weapon licenses from carrying concealed deadly weapons on the premises and may prohibit employees, not authorized by the employer, holding concealed deadly weapons licenses from carrying concealed deadly weapons on the property of the employer. If the building or the premises are open to the public, the employer or business enterprise shall post signs on or about the premises if carrying concealed weapons is prohibited. Possession of weapons, or ammunition, or both, in a vehicle on the premises shall not be a criminal offense so long as the weapons, or ammunition, or both are not removed from the vehicle or brandished while the vehicle is on the premises. A private but not a public employer may prohibit employees or other persons holding a concealed deadly weapons license from carrying concealed deadly weapons, or ammunition, or both, in vehicles owned by the employer, but may not prohibit employees or other persons holding a concealed deadly weapons license from carrying concealed deadly weapons, or ammunition, or both, in vehicles owned by the employee, except that the Justice and Public Safety Cabinet may prohibit an employee from carrying any weapons, or ammunition, or both, other than the weapons, or ammunition, or both, issued or authorized to be used by the employee of the cabinet, in a vehicle while transporting persons under the employee's supervision or jurisdiction. Carrying of a concealed weapon, or ammunition, or both, in a location specified in this subsection by a license holder shall not be a criminal act but may subject the person to denial from the premises or removal from the premises, and, if an employee of an employer, disciplinary measures by the employer.</p> <p>527.070 Unlawful possession of a weapon on school property -- Posting of sign -- Exemptions.</p> <p>(1) A person is guilty of unlawful possession of a weapon on school property when he knowingly deposits, possesses, or carries, whether openly or concealed, for purposes other than instructional or school-sanctioned ceremonial purposes, or the purposes permitted in subsection (3) of this section, any</p>	

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			<p>firearm or other deadly weapon, destructive device, or booby trap device in any public or private school building or bus, on any public or private school campus, grounds, recreation area, athletic field, or any other property owned, used, or operated by any board of education, school, board of trustees, regents, or directors for the administration of any public or private educational institution. The provisions of this section shall not apply to institutions of postsecondary or higher education.</p> <p>(2) Each chief administrator of a public or private school shall display about the school in prominent locations, including, but not limited to, sports arenas, gymnasiums, stadiums, and cafeterias, a sign at least six (6) inches high and fourteen (14) inches wide stating: UNLAWFUL POSSESSION OF A WEAPON ON SCHOOL PROPERTY IN KENTUCKY IS A FELONY PUNISHABLE BY A MAXIMUM OF FIVE (5) YEARS IN PRISON AND A TEN THOUSAND DOLLAR (\$10,000) FINE.</p> <p>Failure to post the sign shall not relieve any person of liability under this section.</p>	
Louisiana	Yes/See chart	<p>A. Except as provided in Subsection D of this Section, a person who lawfully possesses a firearm may transport or store such firearm in a locked, privately-owned motor vehicle in any parking lot, parking garage, or other designated parking area.</p> <p>B. No property owner, tenant, public or private employer, or business entity or their agent or employee shall be liable in any civil action for damages resulting from or arising out of an occurrence involving a firearm transported or stored pursuant to this Section, other than for a violation of Subsection C of this Section.</p> <p>C. No property owner, tenant, public or private employer, or business entity shall prohibit any person from transporting or storing a firearm pursuant to Subsection A of this Section. However, nothing in this Section shall prohibit an employer or business entity from adopting policies specifying that firearms stored in locked, privately-owned motor vehicles on property controlled by an employer or business entity be hidden from plain view or within a locked case or container within the vehicle.</p> <p>L.a. Rev. Stat. § 32:292.1</p>	<p>L.a. Rev. Stat. § 32:292.1 shall not apply to:</p> <p>(1) Any property where the possession of firearms is prohibited under state or federal law.</p> <p>(2) Any vehicle owned or leased by a public or private employer or business entity and used by an employee in the course of his employment, except for those employees who are required to transport or store a firearm in the official discharge of their duties.</p> <p>(3) Any vehicle on property controlled by a public or private employer or business entity if access is restricted or limited through the use of a fence, gate, security station, signage, or other means of restricting or limiting general public access onto the parking area, and if one of the following conditions applies:</p> <p>(a) The employer or business entity provides facilities for the temporary storage of unloaded firearms.</p> <p>(b) The employer or business entity provides an alternative parking area reasonably close to the main parking area in which employees and other persons may transport or store firearms in locked, privately-owned motor vehicles.</p> <p>L.a. Rev. Stat. § 32:292.1(D).</p>	<p>No property owner, tenant, public or private employer, or business entity or their agent or employee shall be liable in any civil action for damages resulting from or arising out of an occurrence involving a firearm transported or stored pursuant to this Section, other than for a violation of Subsection C of this Section.</p> <p>L.a. Rev. Stat. § 32:292.1(B).</p>
Maine	Yes/No	<p>26 MRSA § 600(1) Firearms in vehicles. An employer or an agent of an employer, including the state as an employer, may not prohibit an employee who has a valid permit to carry a concealed</p>		<p>26 MRSA § 600(2) Immunity from liability. An employer or an agent of an employer may not be held liable in any civil action for damages, injury or death resulting from or arising</p>

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		firearm under Title 25, Chapter 252 from keeping a firearm in the employee's vehicle as long as the vehicle is locked and the firearm is not visible. This subsection does not authorize an employee to carry a firearm in a place where carrying a firearm is prohibited by law.		out of another person's actions involving a firearm or ammunition transported or stored pursuant to this section, including, but not limited to, the theft of a firearm from an employee's vehicle, unless the employer or an agent of the employer intentionally solicited or procured the other person's injurious actions.
Maryland	See Chart/No	<p>Maryland Criminal Law § 4-203. Maryland does not have a specific parking lot statute. However, the general weapons statute provides:</p> <p>(a) (1) Except as provided in subsection (b) of this section, a person may not:</p> <p>(i) wear, carry, or transport a handgun, whether concealed or open, on or about the person;</p> <p>(ii) wear, carry, or knowingly transport a handgun, whether concealed or open, in a vehicle traveling on a road or parking lot generally used by the public, highway, waterway, or airway of the State;</p> <p>(iii) violate item (i) or (ii) of this paragraph while on public school property in the State; or</p> <p>(iv) violate item (i) or (ii) of this paragraph with the deliberate purpose of injuring or killing another person.</p> <p>(2) There is a rebuttable presumption that a person who transports a handgun under paragraph (1)(ii) of this subsection transports the handgun knowingly.</p> <p>(b) This section does not prohibit:</p> <p>(1) the wearing, carrying, or transporting of a handgun by a person who is on active assignment engaged in law enforcement, is authorized at the time and under the circumstances to wear, carry, or transport the handgun as part of the person's official equipment, and is:</p> <p>(i) a law enforcement official of the United States, the State, or a county or city of the State;</p> <p>(ii) a member of the armed forces of the United States or of the National Guard on duty or traveling to or from duty;</p> <p>(iii) a law enforcement official of another state or subdivision of another state temporarily in this State on official business;</p> <p>(iv) a correctional officer or warden of a correctional facility in the State;</p>	N/A	N/A

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		<p>(v) a sheriff or full-time assistant or deputy sheriff of the State; or</p> <p>(vi) a temporary or part-time sheriff's deputy;</p> <p>(2) the wearing, carrying, or transporting of a handgun by a person to whom a permit to wear, carry, or transport the handgun has been issued under Title 5, Subtitle 3 of the Public Safety Article;</p> <p>(3) the carrying of a handgun on the person or in a vehicle while the person is transporting the handgun to or from the place of legal purchase or sale, or to or from a bona fide repair shop, or between bona fide residences of the person, or between the bona fide residence and place of business of the person, if the business is operated and owned substantially by the person if each handgun is unloaded and carried in an enclosed case or an enclosed holster;</p> <p>(4) the wearing, carrying, or transporting by a person of a handgun used in connection with an organized military activity, a target shoot, formal or informal target practice, sport shooting event, hunting, a Department of Natural Resources-sponsored firearms and hunter safety class, trapping, or a dog obedience training class or show, while the person is engaged in, on the way to, or returning from that activity if each handgun is unloaded and carried in an enclosed case or an enclosed holster;</p> <p>(5) the moving by a bona fide gun collector of part or all of the collector's gun collection from place to place for public or private exhibition if each handgun is unloaded and carried in an enclosed case or an enclosed holster;</p> <p>(6) the wearing, carrying, or transporting of a handgun by a person on real estate that the person owns or leases or where the person resides or within the confines of a business establishment that the person owns or leases;</p> <p>(7) the wearing, carrying, or transporting of a handgun by a supervisory employee:</p> <p>(i) in the course of employment;</p> <p>(ii) within the confines of the business establishment in which the supervisory employee is employed; and</p> <p>(iii) when so authorized by the owner or manager of the business establishment; or</p> <p>(8) the carrying or transporting of a signal pistol or other visual distress signal approved by the United States Coast Guard in</p>		

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		a vessel on the waterways of the State or, if the signal pistol or other visual distress signal is unloaded and carried in an enclosed case, in a vehicle.		
Massachusetts	See chart	<p>Massachusetts General Laws ch. 269, §10:</p> <p>(a) Whoever, except as provided or exempted by statute, knowingly has in his possession; or knowingly has under his control in a vehicle; a firearm, loaded or unloaded, as defined in section one hundred and twenty-one of chapter one hundred and forty without either:</p> <p>(1) being present in or on his residence or place of business; or</p> <p>(2) having in effect a license to carry firearms issued under section one hundred and thirty-one of chapter one hundred and forty; or</p> <p>(3) having in effect a license to carry firearms issued under section one hundred and thirty-one F of chapter one hundred and forty; or</p> <p>(4) having complied with the provisions of sections one hundred and twenty-nine C and one hundred and thirty-one G of chapter one hundred and forty; or</p> <p>(5) having complied as to possession of an air rifle or BB gun with the requirements imposed by section twelve B; and whoever knowingly has in his possession; or knowingly has under control in a vehicle; a rifle or shotgun, loaded or unloaded, without either:</p> <p>(1) being present in or on his residence or place of business; or</p> <p>(2) having in effect a license to carry firearms issued under section one hundred and thirty-one of chapter one hundred and forty; or</p> <p>(3) having in effect a license to carry firearms issued under section one hundred and thirty-one F of chapter one hundred and forty; or</p> <p>(4) having in effect a firearms identification card issued under section one hundred and twenty-nine B of chapter one hundred and forty; or</p> <p>(5) having complied with the requirements imposed by section one hundred and twenty-nine C of chapter one hundred and forty upon ownership or possession of rifles and shotguns; or</p> <p>(6) having complied as to possession of an air rifle or BB gun with the requirements imposed by section twelve B; shall be punished by imprisonment in the state prison for not less than two and one-half years nor more than five years, or for not less than 18 months nor more than two and one-half years in a jail or house of correction.</p> <p>(j) For the purposes of this paragraph, “firearm” shall mean any pistol, revolver, rifle or smoothbore arm from which a shot,</p>		

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		bullet or pellet can be discharged. Whoever, not being a law enforcement officer and notwithstanding any license obtained by the person pursuant to chapter 140, carries on the person a firearm, loaded or unloaded, or other dangerous weapon in any building or on the grounds of any elementary or secondary school, college or university without the written authorization of the board or officer in charge of the elementary or secondary school, college or university shall be punished by a fine of not more than \$1,000 or by imprisonment for not more than 2 years or both.		
Michigan	No/No	MCL 28.425o Sec 5o. (1) Subject to subsection (5), an individual licensed under this act to carry a concealed pistol, or who is exempt from licensure under section 12a(1)(h), shall not carry a concealed pistol on the premises of any of the following: (a) A school or school property except that a parent or legal guardian of a student of the school is not precluded from carrying a concealed pistol while in a vehicle on school property, if he or she is dropping the student off at the school or picking up the student from the school. As used in this section, “school” and “school property” mean those terms as defined in section 237a of the Michigan penal code, 1931 PA 328, MCL 750.237a. (b) A public or private child care center or day care center, public or private child caring institution, or public or private child placing agency. (c) A sports arena or stadium. (d) A bar or tavern. (e) Any property or facility owned or operated by a church, synagogue, mosque, temple, or other place of worship, unless the presiding official or officials of the church, synagogue, mosque, temple, or other place of worship permit the carrying of concealed pistol on that property or facility. (f) An entertainment facility with a seating capacity of 2,500 or more individuals that the individual knows or should know has a seating capacity of 2,500 or more individuals or that has a sign above each public entrance stating in letters not less than 1-inch high a seating capacity of 2,500 or more individuals. (g) A hospital. (h) A dormitory or classroom of a community college, college, or university. (4) As used in subsection (1), “premises” does not include parking areas of the places identified under subsection (1).	MCL 28.425n Sec. 5n. (1) This state or a local unit of government of this state shall not prohibit an individual from doing either of the following as a condition for receiving or maintaining any other license or permit authorized by law: (a) Applying for or receiving a license to carry a concealed pistol under this act. (b) Carrying a concealed pistol in compliance with a license issued under this act. (2) Except as provided in subsection (3), an employer shall not prohibit an employee from doing either of the following: (a) Applying for or receiving a license to carry a concealed pistol under this act. (b) Carrying a concealed pistol in compliance with a license issued under this act. This subdivision does not prohibit an employer from prohibiting an employee from carrying a concealed pistol in the course of his or her employment with that employer. (3) A police agency may prohibit an employee of that police agency from carrying a concealed pistol if carrying a concealed pistol would result in increased insurance premiums or a loss or reduction of insurance coverage for that employer. The statute does not describe how employers should inform or post this information	N/A
Minnesota	Yes (limited)/Yes	Subd. 18. Employers; public colleges and universities. (a) An employer, whether public or private, may establish policies that restrict the carry or possession of firearms by its	M.S.A. § 624.714, subs. 17-18 Subd. 17. Posting; trespass. (a) A person carrying a firearm on or about his or her	N/A

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		<p>employees while acting in the course and scope of employment. Employment-related civil sanctions may be invoked for a violation.</p> <p>(b) A public postsecondary institution regulated under chapter 136F or 137 may establish policies that restrict the carry or possession of firearms by its students while on the institution's property. Academic sanctions may be invoked for a violation.</p> <p>(c) Notwithstanding paragraphs (a) and (b), an employer or a postsecondary institution may not prohibit the lawful carry or possession of firearms in a parking facility or parking area.</p>	<p>person or clothes under a permit or otherwise who remains at a private establishment knowing that the operator of the establishment or its agent has made a reasonable request that firearms not be brought into the establishment may be ordered to leave the premises. A person who fails to leave when so requested is guilty of a petty misdemeanor. The fine for a first offense must not exceed \$25. Notwithstanding section <u>609.531</u>, a firearm carried in violation of this subdivision is not subject to forfeiture.</p> <p>(b) As used in this subdivision, the terms in this paragraph have the meanings given.</p> <p>(1) "Reasonable request" means a request made under the following circumstances:</p> <p>(i) the requester has prominently posted a conspicuous sign at every entrance to the establishment containing the following language: "(INDICATE IDENTITY OF OPERATOR) BANS GUNS IN THESE PREMISES."; or</p> <p>(ii) the requester or the requester's agent personally informs the person that guns are prohibited in the premises and demands compliance.</p> <p>(2) "Prominently" means readily visible and within four feet laterally of the entrance with the bottom of the sign at a height of four to six feet above the floor.</p> <p>(3) "Conspicuous" means lettering in black arial typeface at least 1-1/2 inches in height against a bright contrasting background that is at least 187 square inches in area.</p> <p>(4) "Private establishment" means a building, structure, or portion thereof that is owned, leased, controlled, or operated by a nongovernmental entity for a nongovernmental purpose.</p> <p>(c) The owner or operator of a private establishment may not prohibit the lawful carry or possession of firearms in a parking facility or parking area.</p> <p>(d) This subdivision does not apply to private residences. The lawful possessor of a private residence may prohibit firearms, and provide notice thereof, in any lawful manner.</p> <p>(e) A landlord may not restrict the lawful carry or possession of firearms by tenants or their guests.</p> <p>(f) Notwithstanding any inconsistent provisions in section <u>609.605</u>, this subdivision sets forth the exclusive criteria to notify a permit holder when otherwise lawful firearm possession is not allowed in a private establishment and sets forth the exclusive penalty for such activity.</p>	

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			(g) This subdivision does not apply to: (1) an active licensed peace officer; or (2) a security guard acting in the course and scope of employment.	
Mississippi	Yes/Yes	Except as otherwise provided in subsection (2) of this section, a public or private employer may not establish, maintain, or enforce any policy or rule that has the effect of prohibiting a person from transporting or storing a firearm in a locked vehicle in any parking lot, parking garage, or other designated parking area. Miss. Code Ann. § 45-9-55(1).	In addition to the places enumerated in this subsection, the carrying of a stun gun, concealed pistol or revolver may be disallowed in any place in the discretion of the person or entity exercising control over the physical location of such place by the placing of a written notice clearly readable at a distance of not less than ten (10) feet that the “carrying of a pistol or revolver is prohibited.” Miss. Code Ann. § 45-9-101(13).	<u>Parking Lot Exemptions:</u> - A private employer may prohibit an employee from transporting or storing a firearm in a vehicle in a parking lot, parking garage, or other parking area the employer provides for employees to which access is restricted or limited through the use of a gate, security station or other means of restricting or limiting general public access onto the property. § 45-9-55(2). - This section shall not apply to vehicles owned or leased by an employer and used by the employee in the course of his business. § 45-9-55(3). - This section does not authorize a person to transport or store a firearm on any premises where the possession of a firearm is prohibited by state or federal law. § 45-9-55(4). - A public or private employer shall not be liable in a civil action for damages resulting from or arising out of an occurrence involving the transportation, storage, possession or use of a firearm covered by this section. § 45-9-55(5).
Missouri	Yes/Yes	A concealed carry permit issued pursuant to sections 571.101 to 571.121, a valid concealed carry endorsement issued prior to August 28, 2013, or a concealed carry endorsement or permit issued by another state or political subdivision of another state shall authorize the person in whose name the permit or endorsement is issued to carry concealed firearms on or about his or her person or vehicle throughout the state. No concealed carry permit issued pursuant to sections 571.101 to 571.121, valid concealed carry endorsement issued prior to August 28, 2013, or a concealed carry endorsement or permit issued by another state or political subdivision of another state shall authorize any person to carry concealed firearms into: ... (15) Any private property whose owner has posted the premises as being off-limits to concealed firearms by means of one or more signs displayed in a conspicuous place of a minimum size of eleven inches by fourteen inches with the writing thereon in letters of not	A concealed carry permit issued pursuant to sections 571.101 to 571.121, a valid concealed carry endorsement issued prior to August 28, 2013, or a concealed carry endorsement or permit issued by another state or political subdivision of another state shall authorize the person in whose name the permit or endorsement is issued to carry concealed firearms on or about his or her person or vehicle throughout the state. No concealed carry permit issued pursuant to sections 571.101 to 571.121, valid concealed carry endorsement issued prior to August 28, 2013, or a concealed carry endorsement or permit issued by another state or political subdivision of another state shall authorize any person to carry concealed firearms into: ... (15) Any private property whose owner has posted the premises as being off-limits to concealed firearms by means of one or more signs displayed in a conspicuous place of a	<u>Parking Lot Exemption:</u> - An employer may prohibit employees or other persons holding a concealed carry permit or endorsement from carrying a concealed firearm in vehicles owned by the employer. § 571.107.1(15).

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		<p>less than one inch. The owner, business or commercial lessee, manager of a private business enterprise, or any other organization, entity, or person may prohibit persons holding a concealed carry permit or endorsement from carrying concealed firearms on the premises and may prohibit employees, not authorized by the employer, holding a concealed carry permit or endorsement from carrying concealed firearms on the property of the employer. If the building or the premises are open to the public, the employer of the business enterprise shall post signs on or about the premises if carrying a concealed firearm is prohibited. <i>Possession of a firearm in a vehicle on the premises shall not be a criminal offense so long as the firearm is not removed from the vehicle or brandished while the vehicle is on the premises. An employer may prohibit employees or other persons holding a concealed carry permit or endorsement from carrying a concealed firearm in vehicles owned by the employer.</i> Mo. Rev. Stat. § 571.107.1(15).</p> <p>Possession of a firearm in a vehicle is also permitted in parking lots at the following locations: law enforcement offices, correctional institutions, certain government buildings, establishments licensed to sell alcohol, airports, institutions of higher education and elementary or secondary school facilities, riverboat gambling operations, amusement parks, churches and places of worship, sports stadiums and hospitals accessible to the public.</p>	<p>minimum size of eleven inches by fourteen inches with the writing thereon in letters of not less than one inch. . . . If the building or the premises are open to the public, the employer of the business enterprise shall post signs on or about the premises if carrying a concealed firearm is prohibited. § 571.107.1(15).</p>	
Montana	No/No	N/A	N/A	N/A
Nebraska	Yes/Yes	<p>A permitholder carrying a concealed handgun in a vehicle or on his or her person while riding in or on a vehicle into or onto any parking area, which is open to the public, used by any location listed in subdivision (1)(a) of this section, does not violate this section if, prior to exiting the vehicle, the handgun is locked inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, a hardened compartment securely attached to the motorcycle. This subsection does not apply to any parking area used by such location when the carrying of a concealed handgun into or onto such parking area is prohibited by federal law. Neb. Rev. St. § 69-2441(3).</p>	<p>(1)(a) A permitholder may carry a concealed handgun anywhere in Nebraska, except any: . . . place or premises where the person, persons, entity, or entities in control of the property or employer in control of the property has prohibited permitholders from carrying concealed handguns into or onto the place or premises.</p> <p>(2) If a person, persons, entity, or entities in control of the property or an employer in control of the property prohibits a permitholder from carrying a concealed handgun into or onto the place or premises and such place or premises are open to the public, a permitholder does not violate this section unless the person, persons, entity, or entities in control of the property or employer in control of the property has posted conspicuous notice that carrying a concealed handgun is prohibited in or on the place or premises or has made a request, directly or through an authorized representative or management personnel, that the permitholder remove the concealed handgun from the place</p>	<p><u>Parking Lot Exemption:</u> - The parking lot provision does not apply to any parking area used by such location when the carrying of a concealed handgun into or onto such parking area is prohibited by federal law. § 69-2441(3). - An employer may prohibit employees or other persons who are permitholders from carrying concealed handguns in vehicles owned by the employer. § 69-2441(4).</p>

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			or premises. § 69-2441(1)(a) & (2).	
Nevada	No/Yes	N/A	<p>1. Except as otherwise provided in subsections 2 and 3, a permittee may carry a concealed firearm while the permittee is on the premises of any public building.</p> <p>...</p> <p>3. A permittee shall not carry a concealed firearm while the permittee is on the premises of:</p> <p>...</p> <p>(a) A public building that is a public school, child care facility, or the property of the Nevada System of Higher Education, unless the permittee has permission to carry the concealed weapon;</p> <p>(b) A public building that has a metal detector at each public entrance <i>or a sign posted at each public entrance indicating that no firearms are allowed in the building</i>, unless the permittee is not prohibited from carrying a concealed firearm while he or she is on the premises of the public building pursuant to subsection 4. N.R.S. § 202.3673.3(b).</p>	<p>NOTE: Nevada does not have a generally applicable posting law. This posting law merely relates to limiting a concealed-carry permit holder's general ability to carry a concealed firearm on the premises of a public building. This should not be understood to limit private employers' general ability to prohibit guns in the workplace.</p> <p><u>Public Building Exemptions:</u> [from § 202.3673.4]</p> <p>(a) A permittee who is a judge from carrying a concealed firearm in the courthouse or courtroom in which the judge presides or from authorizing a permittee to carry a concealed firearm while in the courtroom of the judge and while traveling to and from the courtroom of the judge.</p> <p>(b) A permittee who is a prosecuting attorney of an agency or political subdivision of the United States or of this State from carrying a concealed firearm while he or she is on the premises of a public building.</p> <p>(c) A permittee who is <i>employed</i> in the public building from carrying a concealed firearm while he or she is on the premises of the public building.</p> <p>(d) A permittee from carrying a concealed firearm while he or she is on the premises of the public building if the permittee has received written permission from the person in control of the public building to carry a concealed firearm while the permittee is on the premises of the public building.</p>
New Hampshire	No/No	N/A	N/A	N/A
New Jersey	No/No	N/A	N/A	N/A
New Mexico	Yes/No		<p>New Mexico Administrative Code 10.9.2.27 provides that persons in possession of private property may prohibit the carrying of concealed handguns on such property by posting pursuant to NMSA 30-14-6 or by verbally notifying persons entering such property.</p> <p>Postings must be placed parallel to and along the exterior boundaries of the property to be posted, at each roadway or other way of access in conspicuous places, and if the property is not fenced, such notices shall be posted every five hundred feet along the exterior boundaries of such land. Postings shall be printed legibly in English, be 144 square inches in size, contain the name and address of the person in authority of the property, and state the specific prohibition</p>	N/A

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			that the posting is directed against. NMSA § 30-14-6.	
New York	No/No	N/A	N/A	N/A
North Carolina	No/Yes	Persons may keep a concealed weapon in the person's locked vehicle in a parking area owned or leased by State government or property that is a public or private school, community college, college, or university. N.C. Gen. Stat. 14-269(a2), 14-269.2(k).	Any person who has a concealed handgun permit may carry a concealed handgun unless otherwise specifically prohibited by law. A permit does not authorize a person to carry a concealed handgun on any private premises where notice that carrying a concealed handgun is prohibited by the posting of a conspicuous notice or statement by the person in legal possession or control of the premises. N.C. Gen. Stat. 14-415.11(c)(8).	N/A
North Dakota	Yes/No	<p>A public or private employer may not prohibit any customer, employee, or invitee 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 if the customer, employee, or invitee is lawfully in the area. NDCC 62.1-02-13(1)(a).</p> <p>A public or private employer may not make a verbal inquiry regarding the presence of a firearm in a vehicle, conduct a search of the vehicle, or condition employment on the fact that an employee has a firearm in a private motor vehicle. The employer may not take any action against a customer, employee, invitee based on statements of any party concerning possession of a firearm in a private motor vehicle or for exercising their right to maintain a firearm in a private motor vehicle. NDCC 62.1-02-13(1)(b)-(e).</p> <p>The prohibitions in subsection 1 do not apply to: Any public or nonpublic elementary school, middle school, or high school property; any correctional facility or institution; property owned or leased by a public or private employer or the landlord of a public or private employer upon which are conducted substantial activities involving national defense, aerospace, or Homeland Security or manufacture, use, storage, or transportation of combustible or explosive materials. NDCC 62.1-02-13(6).</p>	N/A	<p>A public or private employer has no duty of care related to the actions prohibited under this section.</p> <p>A public or private employer is not liable in a criminal or civil action based on actions or inactions taken in compliance with this section NDCC 62.1-02-13(2),(3).</p>
Ohio	Yes/No	<p>A private employer that is not a private college, university, or other institution of higher education may restrict or prohibit the presence of firearms on the private employer's premises or property, including motor vehicles owned by the private employer. Ohio Rev. Code 2923.126(C)(1).</p> <p>Individuals may keep handguns in a locked motor vehicle on the premises owned or leased by any public or private college, university, or other institution of higher education. Ohio Rev. Code 2923.126(B)(5).</p>	Persons in control of private land or premises may post a sign in a conspicuous location on that land or on those premises prohibiting persons from carrying firearms or concealed firearms on or onto that land or those premises. Ohio Rev. Code 2923.126(C)(3).	<p>A private employer is immune from liability in a civil action for any injury, death, or loss to person or property that allegedly was caused by or related to a licensee bringing a handgun onto the premises or property of the private employer, including motor vehicles owned by the private employer, unless the private employer acted with malicious purpose.</p> <p>A private employer is immune from liability in a civil action for any injury, death, or loss to person or property that</p>

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				allegedly was caused by or related to the private employer's decision to permit a licensee to bring, or prohibit a licensee from bringing, a handgun onto the premises or property of the private employer. Ohio Rev. Code 2923.126(C)(2)(a).
Oklahoma	Yes/Yes	<p>Any person, except a convicted felon, may transport in a motor vehicle a rifle, shotgun or pistol, open and unloaded, at any time. Okla. Stat. Ann. tit. 21, § 1289.7.</p> <p>No person, property owner, tenant, employer, or business entity shall maintain, establish, or enforce any policy or rule that has the effect of prohibiting any person, except a convicted felon, from transporting and storing firearms or ammunition in a locked motor vehicle, or from transporting and storing firearms or ammunition locked in or locked to a motor vehicle on any property set aside for any motor vehicle. Okla. Stat. Ann. tit. 21, § 1289.7a(A).</p>	<p>Oklahoma businesses have the right to prohibit any and all weapons in their buildings. This includes the right for employers to implement and enforce policies that prohibit employees who are licensed to carry from bringing a handgun, concealed or unconcealed, into the workplace.</p> <p>Nothing contained in any provision of the Oklahoma Self-Defense Act shall be construed to limit, restrict or prohibit in any manner the existing rights of any person, property owner, tenant, employer, place of worship or business entity to control the possession of weapons on any property owned or controlled by the person or business entity. Okla. Stat. Ann. tit. 21, § 1290.22(A).</p> <p>A property owner, tenant, employer, place of worship or business entity may prohibit any person from carrying a concealed or unconcealed firearm on the property. If the building or property is open to the public, the property owner, tenant, employer, place of worship or business entity shall post signs on or about the property stating such prohibition. Okla. Stat. Ann. tit. 21, § 1290.22(C).</p>	<p>No person, property owner, tenant, employer, or business entity shall be liable in any civil action for occurrences which result from the storing of firearms or ammunition in a locked motor vehicle on any property set aside for any motor vehicle, unless the person, property owner, tenant, employer, or owner of the business entity commits a criminal act involving the use of the firearms or ammunition. Okla. Stat. Ann. tit. 21, § 1289.7a(B).</p> <p>A person, corporation, place of worship or any other business entity that does or does not prohibit any individual except a convicted felon from carrying a loaded or unloaded, concealed or unconcealed weapon on property that the person, corporation, place of worship or other business entity owns, or has legal control of, is immune from any liability arising from that decision. Except for acts of gross negligence or willful or wanton misconduct, an employer who does or does not prohibit their employees from carrying a concealed or unconcealed weapon is immune from any liability arising from that decision. Okla. Stat. Ann. tit. 21, § 1290.22(E).</p>
Oregon	No/No	N/A	N/A	N/A
Pennsylvania	No/No	N/A	N/A	N/A
Rhode Island	No/No	N/A	N/A	N/A
South Carolina	No/Yes	<p>At present time, employers have the right to prohibit – or allow – guns in the workplace. This applies to all company property, including the parking lot and company vehicles.</p> <p>This could change with House Bill 3306, currently pending with the House Judiciary Committee, as it would prohibit employers from restricting its employees from possessing a legally owned firearm locked within, or to, a private motor vehicle when legally parked in a parking lot, and would provide circumstances for which an employee may bring a civil action against an employer.</p>	<p>Allows both public and private employers to prohibit a person who is licensed from carrying a concealable weapon onto the premises (including parking lot) of the business or workplace or while using any machinery, vehicle, or equipment owned or operated by the business. S.C. Code Ann. § 23-31-220.</p> <p>Employers must post a sign stating “No Concealable Weapons Allowed.” Signs prohibiting the carrying of a concealable weapon must be posted at each entrance into a building and must:</p> <ol style="list-style-type: none"> 1. Be clearly visible from outside the building; 2. Be at least 8 inches wide by 12 inches tall; 3. Contain the words “NO CONCEALABLE WEAPONS ALLOWED” in black one-inch tall uppercase 	No/Yes

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			<p>type at the bottom of the sign and centered between the lateral edges of the sign;</p> <p>4. Contain a black silhouette of a handgun inside a circle 7 inches in diameter with a diagonal line that runs from the lower left to the upper right at a 45 degree angle from the horizontal;</p> <p>5. Be a diameter of a circle; and</p> <p>6. Be placed not less than 40 inches and not more than 60 inches 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>S.C. Code Ann. § 23-31-235.</p>	
South Dakota	No/No	N/A	N/A	N/A
Tennessee	Yes/Yes	<p>A licensed holder of a handgun carry permit in Tennessee may transport and store a firearm or ammunition in the permit holder's motor vehicle while on any public or private parking area.</p> <p>Tenn. Code. Ann. § 39-17-1313(a).</p> <p>The firearm or ammunition must be: "A) kept from ordinary observation if the permit holder is in the motor vehicle; or B) kept from ordinary observation and locked within the trunk, glove box, or interior of the person's motor vehicle or a container securely affixed to such motor vehicle if the permit holder is not in the motor vehicle."</p> <p>Tenn. Code. Ann. § 39-17-1313(a).</p> <p>The term "motor vehicle" does not include any vehicle owned or leased by the employer that is provided to the employee for use during the course of employment, provided the employer has a written policy prohibiting firearms or ammunition in the employer's motor vehicles.</p> <p>Tenn. Code. Ann. § 39-17-1313(c)(1).</p> <p>"[n]o employer shall discharge or take any adverse employment action against an employee solely for transporting or storing a firearm or firearm ammunition in an employer parking area."</p> <p>An employee discharged, or subject to an adverse employment action, in violation of subdivision (b)(1)(A) shall have a cause of action against the employer to enjoin future acts in violation of this section and to recover economic damages plus reasonable attorney fees and costs. Tenn. Code. Ann. § 50-1-312.</p>	<p>Private employers may otherwise prohibit persons from possessing weapons on their property provided the employer conspicuously posts specific signage in prominent locations, including all entrances used by individuals entering the property.</p> <p>Tenn. Code. Ann. § 39-17-1359.</p>	<p>The fact that firearms or ammunition are present in an employer's parking lot pursuant to Tenn. Code. Ann. § 50-1-312 does not, on its own, constitute a failure to provide a safe workplace.</p> <p>Employers are exempt from liability for damages, injuries, or death resulting from actions involving a firearm or ammunition kept pursuant to statute, unless the employer engages in conduct that causes the damage, injury or death.</p> <p>Tenn. Code. Ann. § 39-17-1313(b).</p> <p>Employers are not responsible for the theft of a firearm or ammunition stored pursuant to the statute.</p> <p>Tenn. Code. Ann. § 39-17-1313(b).</p>

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Texas	Yes/Yes	<p>A public or private employer may not prohibit a concealed carry licensee, or one who otherwise lawfully possesses a firearm, 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. Tex. Lab. Code Ann. § 52.061-062.</p> <p>The right to possess in parking area does not apply to school districts, open-enrollment charter schools, private schools, when there are federal law prohibitions, and others. Tex. Lab. Code Ann. § 52.061-062.</p> <p>Public and private universities and institutions of higher education are restricted from prohibiting concealed carry licensees from possessing firearms or ammunition in a locked, privately owned automobile on a street or driveway, or parking area of the campus. Tex. Gov. Code Ann. § 411.2032.</p>	<p>Under Texas statutory law, an employer may post signs on its property prohibiting a concealed license holder from carrying a concealed handgun or openly carrying a handgun on its premises (excluding the parking lot area). Tex. Penal Code § 30.06-07; Tex. Gov't Code § 411.203. This requires two separate signs.</p> <p>To prohibit employees from carrying a concealed weapon onto the premises (excluding the parking lot) of the workplace signs/notice must include the following text in English and in Spanish: "Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun" The sign must appear in contrasting colors with block letters at least one inch in height; and be displayed in a conspicuous manner clearly visible to the public. Tex. Penal Code § 30.06.</p> <p>Similarly, to prohibit employees from openly carrying a concealed weapon onto the premises (excluding the parking lot) of the workplace signs/notice must include the following text in English and in Spanish: "Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly." The sign must appear in contrasting colors with block letters at least one inch in height; and be displayed in a conspicuous manner clearly visible to the public at each entrance to the premises. Tex. Penal Code § 30.07.</p>	<p>Texas provides no enforcement mechanism through the state, and includes no express allowance of damages. Presumably an action for injunctive relief would be available, or that of a declaratory judgment. Op. Tex. Att'y Gen. No. GA-0972.</p> <p>Except in cases of gross negligence, Employers are generally not liable in a civil action for personal injury, death, property damage, or any other damages resulting from or arising out of an occurrence involving a firearm or ammunition because of employer's compliance with the statute. Tex. Lab. Code Ann. § 52.063.</p>
Utah		<p>Persons are prohibited from establishing or enforcing any policy that prohibits any "individual from transporting or storing a firearm in a motor vehicle on any property designated for motor vehicle parking," provided the person is licensed to possess and store the firearm, the firearm is locked securely in the vehicle or a locked container when the vehicle is not occupied, and the firearm is not in plain view from outside the motor vehicle. Utah Code Ann. § 34-45-103(1)(a).</p> <p>However, persons may establish or enforce a rule prohibiting an individual from transporting a firearm in a vehicle if the employer provides: 1) alternative parking nearby for an individual who</p>		<p>"A person that owns or controls a parking area that is subject to this chapter and that complies with the requirements of Section 34-45-103 is not liable in any civil action for any occurrence resulting from, connected with, or incidental to the use of a firearm, by any person, unless the use of the firearm involves a criminal act by the person who owns or controls the parking area." Utah Code Ann. § 34-45-104.</p> <p>Persons may be subject to a civil suit for noncompliance. An individual who asserts a claim may be entitled to: a) declaratory relief; b) temporary or permanent injunction; c)</p>

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		<p>desires to transport or store their firearm in that individuals motor vehicle; or 2) “a secured and monitored storage location where the individual may securely store a firearm before proceeding with the vehicle into the secured parking area.” Utah Code Ann. § 34-45-103(1)(b).</p> <p>The term firearm means “a pistol, revolver, shotgun, short barreled shotgun, rifle or short barreled rifle, or a device that could be used as a dangerous weapon from which is expelled a projectile by action of an explosive.” Utah Code Ann. § 76-10-500(10).</p> <p>Exceptions from coverage include school premises, government entities, religious organizations, residences, and areas governed by federal law. Utah Code Ann. § 34-45-107.</p>		<p>actual damages; d) punitive damages if serious bodily injury or death occurs as a result of their violations or pay punitive damages if the Utah attorney general’s office previously notified them that their policies or rules violate the weapons in the workplace provisions; and e) pay reasonable attorneys’ fees and costs. Utah Code Ann. § 34-45-105.</p>
Vermont	No/No	N/A	N/A	N/A
Virginia	No/No	N/A	N/A	N/A
Washington	No/No	N/A	N/A	N/A
West Virginia	No/No	N/A	N/A	N/A
Wisconsin		<p>An employer may prohibit individuals licensed to carry a concealed weapon (in or out-of-state) from carrying a concealed weapon or a particular type of concealed weapon in the course of the individual’s employment or during any part of the course of the employee’s employment. Wis. Stat. § 175.60(15m)(a).</p> <p>However, an employer may not prohibit individuals licensed to carry a concealed weapon (in or out-of-state) “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 or out-of-state licensee’s own motor vehicle, regardless of whether the motor vehicle is used in the course of employment or whether the motor vehicle is driven or parked on property used by the employer.” Wis. Stat. § 175.60(15m)(b).</p> <p>The term “weapon” includes handguns, electric weapons (i.e. tasers), knives or billy clubs.”</p> <p>The term handgun means “means any weapon designed or redesigned, or made or remade, and intended to be fired while held in one hand and to use the energy of an explosive to expel a projectile through a smooth or rifled bore. “Handgun” does not include a machine gun, a short-barreled rifle, or a short-barreled</p>	<p>Owners or occupants of a non-residential building, state or local government, or a university or college, may prohibit persons from carrying a firearm, concealed or otherwise, in or on property by providing notice that a person may not enter or remain on the property with a firearm. The posting must be at least 5 by 7 inches and must be posted in a “prominent place” near all entrances to a building where individuals “can be reasonably expected to see the sign.” The statute mandates no specific language or color for the sign, other than it must reference the “restriction imposed” (not to enter, or remain on, the premises with a firearm or a particular type of firearm). Wis. Stat. § 943.13(1m), (2)(bm).</p>	<p>Employers who do not prohibit employers or individuals from carrying a concealed weapon pursuant to the statute are “immune from any liability arising from its decision.” Wis. Stat. § 175.60 (21)(b), (c).</p>

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Wyoming	No/No	shotgun. N/A	N/A	N/A