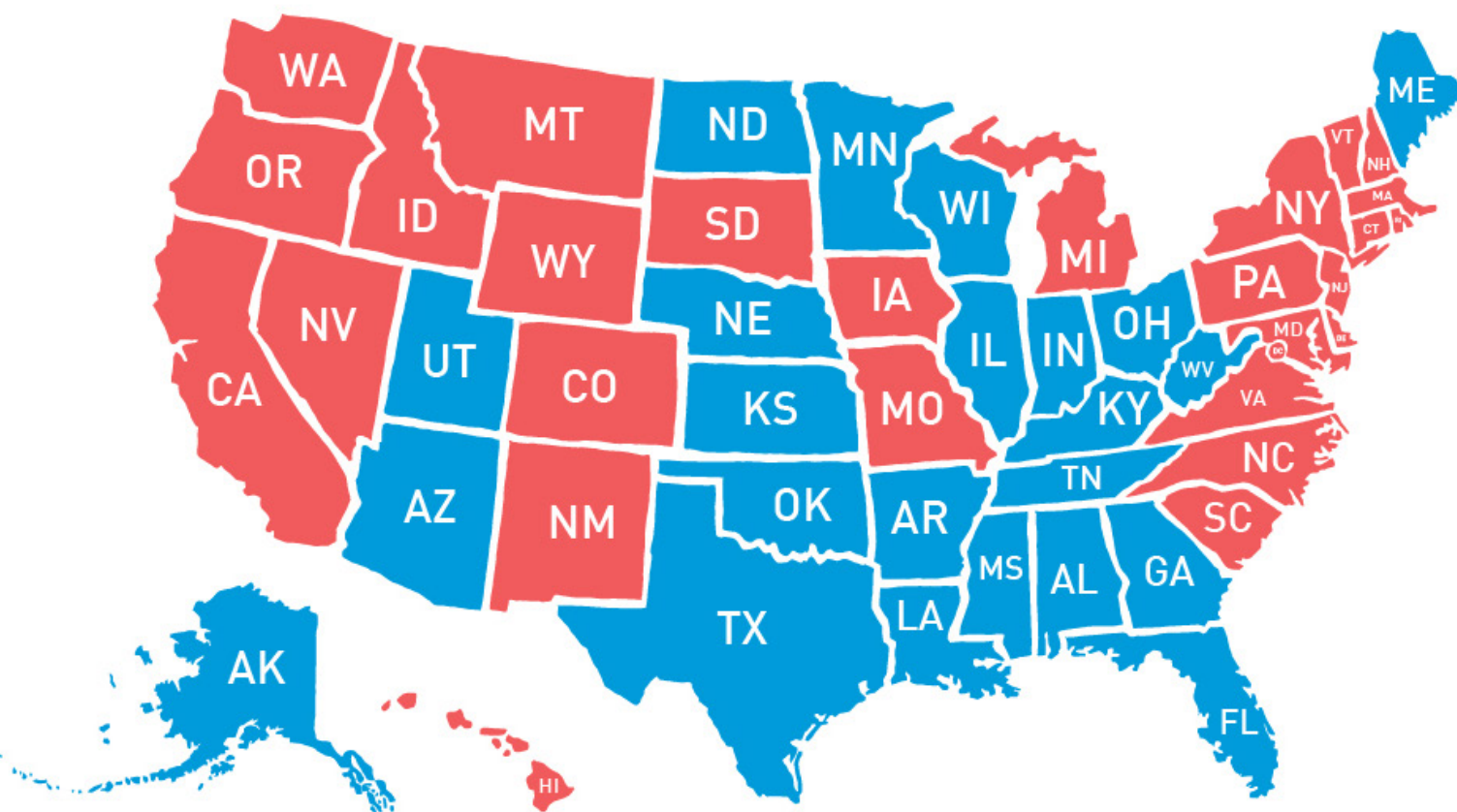


GUNS IN TRUNKS

STATE LAWS



PARKING LOT STORAGE LAW

● YES ● NO

Employers generally have an absolute right to ban firearms in the workplace. However, the laws differ state by state as to whether employers may impose this same ban on firearms in an employee's private vehicle on company property. State "guns in trunks" laws generally allow employees to retain firearms securely locked in their privately-owned vehicles even when located on an employer's private property.

For instance, according to Tenn. Code Ann. § 50-1-312, Tennessee employers may not discharge or take any adverse employment action against an employee who has a valid handgun carry permit solely for transporting or storing a firearm or ammunition in an employer parking area. The firearm must be stored in a manner consistent with the state's transportation and storage of firearms in permit holder's motor vehicles law (Tenn. Code Ann. § 39-17-1313(a)). Additionally, an employer who fires or takes adverse employment action against an employee solely for possessing a firearm in a parking area may be sued for economic damages, attorney fees, or an injunction to prevent future violations. However, the law does not permit employees to carry firearms on the employer's property outside the parking area.

State Law Chart

For guidance in drafting effective workplace violence policies, the following chart shows which states allow employees to store their firearms in their vehicles.

STATE	PARKING LOT STORAGE LAW?	STATE	PARKING LOT STORAGE LAW?
Alabama	Yes	Montana	No
Alaska	Yes	Nebraska	Yes
Arizona	Yes	Nevada	No
Arkansas	Yes	New Hampshire	No
California	No	New Jersey	No
Colorado	No	New Mexico	No
Connecticut	No	New York	No
Delaware	No	North Carolina	No
District of Columbia	No	North Dakota	Yes
Florida	Yes	Ohio	Yes
Georgia	Yes	Oklahoma	Yes
Hawaii	No	Oregon	No
Idaho	No	Pennsylvania	No
Illinois	Yes	Rhode Island	No
Indiana	Yes	South Carolina	No
Iowa	No	South Dakota	No
Kansas	Yes	Tennessee	Yes
Kentucky	Yes	Texas	Yes
Louisiana	Yes	Utah	Yes
Maine	Yes	Vermont	No
Maryland	No	Virginia	No
Massachusetts	No	Washington	No
Michigan	No	West Virginia	Yes
Minnesota	Yes	Wisconsin	Yes
Mississippi	Yes	Wyoming	No
Missouri	No		