

FIREARMS – SEARCHING EMPLOYEE VEHICLES

State	Searching Employee Vehicles
Federal	No relevant statutory provisions.
Alabama	Private and public employers: If law enforcement officers, pursuant to a valid search warrant or valid warrantless search based upon probable cause, exigent circumstances, or other lawful exception to the search warrant requirement, discover a firearm prohibited by state or federal law, stolen property, or a prohibited or illegal item other than a firearm, the employer may take adverse employment action against the employee (Sec. 13A-11-90(f), as added by Act 2013-283 (S. 286), L. 2013, effective August 1, 2013).
Alaska	No relevant statutory provisions.
Arizona	No relevant statutory provisions.
Arkansas	No relevant statutory provisions.
California	No relevant statutory provisions.
Colorado	No relevant statutory provisions.
Connecticut	No relevant statutory provisions.
Delaware	No relevant statutory provisions.
District of Columbia	No relevant statutory provisions.
Florida	<p>Private and public employers: A search of a private motor vehicle in the parking lot of a public or private employer to ascertain the presence of a firearm within the vehicle may only be conducted by on-duty law enforcement personnel, based upon due process and must comply with constitutional protections (Fla Stat, Sec. 790.251(4)(b)).</p> <p>No employer may violate the privacy rights of a customer, employee, or invitee by verbal or written inquiry regarding the presence of a firearm inside or locked to a private motor vehicle in a parking lot or by an actual search of a private motor vehicle in a parking lot to ascertain the presence of a firearm within the vehicle. Further, no employer may take any action against a customer, employee, or invitee based upon verbal or written statements of any party concerning possession of a firearm stored inside a private motor vehicle in a parking lot for lawful purposes (Fla Stat, Sec. 790.251(4)(b)).</p>

State	Searching Employee Vehicles
Georgia	<p>Private and public employers: No employer shall establish, maintain, or enforce any policy or rule that has the effect of allowing such employer or its agents to search the locked privately owned vehicles of employees or invited guests on the employer's parking lot and access thereto. This prohibition does not apply in the following instances: (1) to searches by certified law enforcement officers pursuant to valid search warrants or valid warrantless searches based upon probable cause under exigent circumstances; (2) to vehicles owned or leased by an employer; (3) to any situation in which a reasonable person would believe that accessing a locked vehicle of an employee is necessary to prevent an immediate threat to human health, life, or safety; or (4) when an employee consents to a search of their locked privately owned vehicle by licensed private security officers for loss prevention purposes based on probable cause that the employee unlawfully possesses employer property (Ga CodeAnn, Sec. 16-11-135).</p> <p>Private and public employers: The prohibitions against searches shall not apply in the following instances: (1) to an employer providing applicable employees with a secure parking area which restricts general public access through the use of a gate, security station, security officers, or other similar means which limit public access into the parking area, provided that any employer policy allowing vehicle searches upon entry shall be applicable to all vehicles entering the property and applied on a uniform and frequent basis; (2) to any penal institution, correctional institution, detention facility, diversion center, jail, or similar place of confinement or confinement alternative; (3) to facilities associated with electric generation owned or operated by a public utility; (4) to any United States Department of Defense contractor, if such contractor operates any facility on or contiguous with a United States military base or installation or within one mile of an airport; (5) to an employee who is restricted from carrying or possessing a firearm on the employer's premises due to a completed or pending disciplinary action; (6) where transport of a firearm on the premises of the employer is prohibited by state or federal law or regulation; (7) to parking lots contiguous to facilities providing natural gas transmission, liquid petroleum transmission, water storage and supply, and law enforcement services determined to be vital to the State of Georgia; or (8) to any area used for parking on a temporary basis (Ga CodeAnn, Sec. 16-11-135).</p>
Hawaii	No relevant statutory provisions.
Idaho	No relevant statutory provisions.
Illinois	No relevant statutory provisions.
Indiana	No relevant statutory provisions.
Iowa	No relevant statutory provisions.
Kansas	No relevant statutory provisions.
Kentucky	No relevant statutory provisions.
Louisiana	No relevant statutory provisions.
Maine	No relevant statutory provisions.
Maryland	No relevant statutory provisions.
Massachusetts	No relevant statutory provisions.
Michigan	No relevant statutory provisions.
Minnesota	No relevant statutory provisions.
Mississippi	No relevant statutory provisions.
Missouri	No relevant statutory provisions.
Montana	No relevant statutory provisions.
Nebraska	No relevant statutory provisions.
Nevada	No relevant statutory provisions.
New Hampshire	No relevant statutory provisions.
New Jersey	No relevant statutory provisions.
New Mexico	No relevant statutory provisions.

State	Searching Employee Vehicles
New York	No relevant statutory provisions.
North Carolina	No relevant statutory provisions.
North Dakota	Private and public employers: An employer may not make a verbal or written inquiry regarding the presence of a firearm inside or locked to a private motor vehicle in a parking lot or make an actual search of a private motor vehicle in a parking lot to ascertain the presence of a firearm within the vehicle. In addition, a public or private employer may not take any action against a customer, employee, or invitee based upon verbal or written statements of any party concerning possession of a firearm stored inside a private motor vehicle in a parking lot for lawful purposes. A search of a private motor vehicle in the parking lot of a public or private employer to ascertain the presence of a firearm within the vehicle may only be conducted by an on-duty law enforcement officer (ND CentCode, Sec. 62.1-02-13, as added by Ch. 503 (H. 1438), L. 2011, August 1, 2011).
Ohio	No relevant statutory provisions.
Oklahoma	No relevant statutory provisions.
Oregon	No relevant statutory provisions.
Pennsylvania	No relevant statutory provisions.
Puerto Rico	No relevant statutory provisions.
Rhode Island	No relevant statutory provisions.
South Carolina	No relevant statutory provisions.
South Dakota	No relevant statutory provisions.
Tennessee	No relevant statutory provisions.
Texas	No relevant statutory provisions.
Utah	No relevant statutory provisions.
Vermont	No relevant statutory provisions.
Virginia	No relevant statutory provisions.
Washington	No relevant statutory provisions.
West Virginia	No relevant statutory provisions.
Wisconsin	No relevant statutory provisions.
Wyoming	No relevant statutory provisions.