

EZRA T. CLARK, III  
Attorney  
Direct Line: 480-844-0039  
Facsimile Line: 480-844-0035  
E-mail: etc@clarkfirm.com



63 East Main Street, 5<sup>TH</sup> Floor  
Mesa, Arizona 85201

**MAILING ADDRESS**

P.O. Box 31036  
Mesa, Arizona 85275-1036

**EMPLOYER ALERT**

September 2009

**CHECK YOUR POLICIES: NEW ARIZONA LAW ALLOWS EMPLOYEES TO  
KEEP WEAPONS IN PERSONAL VEHICLES**

OVERVIEW OF THE NEW LAW

A new Arizona law, effective September 30, 2009, allows employees and visitors to keep firearms locked inside their vehicles and hidden from outside view when parked on private property owned by an employer. This new law applies even if the employer prohibits weapons on its premises. The so-called "Parking Lot Law," found at A.R.S. §12-781, applies to public and private employers, businesses, property owners, and tenants. The new law does not apply when:

- Firearm possession is otherwise prohibited by state or federal law.
- The vehicle is leased or owned by the employer, business or property owner.
- A property owner provides free alternative parking near the primary parking lot for those who carry a firearm in their locked vehicle.
- The property owner provides a physically secured parking lot using security measures for access, and makes separate storage available for firearms that is easily accessible when entering or exiting the premises.
- The parking area is for a single-family detached residence.
- The property is located on the premises of a military installation or a nuclear power plant.

While many employers and law enforcement personnel have questioned the wisdom of the law, it is intended to allow employees to keep weapons in their vehicles to protect themselves and their property.

RECOMMENDATION:

Many employers have policies that prohibit employees or visitors from bringing firearms onto the employer's property, including parking lots. In order to comply with the law, we recommend that you update your policies to clarify that employees may keep firearms in their vehicles so long as they remain in their vehicles and hidden from view. We also recommend that employers adopt an anti-workplace violence policy that prohibits violent acts or threats of violence against employees, encourages employees to report acts or threats of violence, and establishes procedures the employer will undertake when investigating incidents or reports of workplace violence.

If you would like us to review your current policies or help you develop an anti-workplace violence policy consistent with the new "Parking Lot Law," please call or email us.

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