



Legal Alert: New Law Prevents Texas Employers from Prohibiting the Storage of Employees' Legal Firearms in their Locked Vehicles While at Work

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Executive Summary: Effective September 1, 2011, Texas employers will no longer be able to prohibit employees from storing legal firearms in their locked vehicles while at work. **Background** Governor Perry of Texas has signed Bill 321, known as the Hegar Gun Bill, into law. The bill prevents employers from implementing policies that prohibit employees from storing legal firearms in their locked vehicles while at work. Employers may continue to enforce policies that forbid employees from carrying firearms in company-owned vehicles or in their offices. The legislation also protects employers from lawsuits arising out of the use of firearms stored in employees' vehicles. The bill, which was filed by State Senator Glenn Hegar (R – Katy) and supported by State Rep. Tim Kleinschmidt in the House (R – Lexington), was debated in the Texas legislature over three separate legislative sessions – a total of seven years – before being passed on May 31, 2011. Texas is the fourteenth state to pass such legislation. The law goes into effect on September 1, 2011. **Employers' Bottom Line:** Employers with facilities in Texas should be aware of the requirements of the new law and amend any relevant policies prior to the effective date of the law.

If you have any questions regarding this law or other labor or employment related issues, please contact the author of this Alert, Allyn Lowell, alowell@fordharrison.com, an attorney in our Dallas office, or the Ford & Harrison attorney with whom you usually work.