

1 State of Arkansas  
2 93rd General Assembly  
3 Regular Session, 2021  
4

# A Bill

HOUSE BILL 1486

5 By: Representative Gonzales  
6 By: Senator A. Clark  
7

## For An Act To Be Entitled

9 AN ACT CONCERNING THE POSSESSION OR STORAGE OF A  
10 PERSON'S FIREARM WHEN A PERSON LEAVES HIS OR HER  
11 FIREARM INSIDE OF HIS OR HER CAR IN HIS OR HER  
12 EMPLOYER'S PARKING LOT; AND FOR OTHER PURPOSES.  
13

## Subtitle

14  
15 CONCERNING THE POSSESSION OR STORAGE OF A  
16 PERSON'S FIREARM WHEN A PERSON LEAVES HIS  
17 OR HER FIREARM INSIDE OF HIS OR HER CAR  
18 IN HIS OR HER EMPLOYER'S PARKING LOT.  
19  
20  
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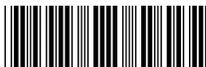
22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
23

24 SECTION 1. Arkansas Code § 5-73-306(18), concerning prohibited places  
25 where a licensee may not carry a concealed handgun, is amended to read as  
26 follows:

27 (18)(A)(i) Any place at the discretion of the person or entity  
28 exercising control over the physical location of the place by placing at each  
29 entrance to the place a written notice clearly readable at a distance of not  
30 less than ten feet (10') that "carrying a handgun is prohibited".

31 (ii)(a) If the place does not have a roadway  
32 entrance, there shall be a written notice placed anywhere upon the premises  
33 of the place.

34 (b) In addition to the requirement of  
35 subdivision (18)(A)(ii)(a) of this section, there shall be at least one (1)  
36 written notice posted within every three (3) acres of a place with no roadway



1 entrance.

2 (iii) A written notice as described in subdivision  
3 (18)(A)(i) of this section is not required for a private home.

4 (iv) Any licensee entering a private home shall  
5 notify the occupant that the licensee is carrying a concealed handgun.

6 (B) Subdivision (18)(A) of this section does not apply if  
7 the place is:

8 (i) A public university, public college, or  
9 community college, as defined in § 5-73-322, and the licensee is carrying a  
10 concealed handgun as provided under § 5-73-322;

11 (ii) A publicly owned and maintained parking lot if  
12 the licensee is carrying a concealed handgun in his or her motor vehicle or  
13 has left the concealed handgun in his or her locked and unattended motor  
14 vehicle; or

15 (iii) A parking lot of a private employer and the  
16 ~~licensee person~~ is carrying a ~~concealed~~ handgun as provided under ~~§ 5-73-326~~  
17 § 11-5-117.

18 (C) The person or entity exercising control over the  
19 physical location of a place that does not use his, her, or its authority  
20 under this subdivision (18) to prohibit a person from possessing a concealed  
21 handgun is immune from a claim for monetary damages arising from or related  
22 to the decision not to place at each entrance to the place a written notice  
23 under this subdivision (18);

24  
25 SECTION 2. Arkansas Code § 5-73-326 is repealed.

26 ~~5-73-326. Licensee rights—Private employer parking lot.~~

27 ~~(a) A private employer shall not prohibit an employee who is a~~  
28 ~~licensee from transporting or storing a legally owned handgun in the~~  
29 ~~employee's private motor vehicle in the private employer's parking lot when:~~

30 ~~(1) The handgun:~~

31 ~~(A) Is lawfully possessed;~~

32 ~~(B) Is stored out of sight inside a locked private motor~~  
33 ~~vehicle in the private employer's parking lot; and~~

34 ~~(C)(i) Is stored inside a locked personal handgun storage~~  
35 ~~container that is designed for the safe storage of a handgun.~~

36 ~~(ii) An employee is not required to store the~~

1 handgun in the personal handgun storage container as required in subdivision  
2 (a)(1)(C)(i) of this section until he or she is exiting his or her private  
3 motor vehicle; and

4 (2) The employee has in his or her possession the key to the  
5 personal handgun storage container as required by subdivision (a)(1)(C)(i) of  
6 this section.

7 (b) A private employer shall not prohibit or attempt to prevent an  
8 employee who is a licensee from entering the parking lot of the private  
9 employer's place of business because the employee's private motor vehicle  
10 contains a handgun if:

11 (1) The handgun is kept for lawful purposes;

12 (2) The handgun is concealed within the employee's private motor  
13 vehicle; and

14 (3) The employee stores the handgun in his or her motor vehicle  
15 in accordance with subdivisions (a)(1)(A)-(C) of this section.

16 (c) An employer has the right to:

17 (1) Prohibit a person who is not an employee from storing a  
18 handgun in the employee's motor vehicle in the private employer's parking  
19 lot; and

20 (2) Prohibit a licensee's entry onto the private employer's  
21 place of business or parking lot because the person's private motor vehicle  
22 contains a handgun in the following circumstances:

23 (A) The parking lot is a prohibited place specifically  
24 listed in § 5-73-306;

25 (B) The parking lot is on the grounds of an owner-occupied  
26 single-family detached residence or a tenant-occupied single-family detached  
27 residence and the single-family detached residence or tenant-occupied single-  
28 family detached residence is being used as a residence;

29 (C) The private employer reasonably believes that the  
30 employee is in illegal possession of the handgun;

31 (D) The employee is operating a private employer-owned  
32 motor vehicle during and in the course of the employee's duties on behalf of  
33 the private employer, except when the employee is required to transport or  
34 store a firearm as part of the employee's duties;

35 (E) The private motor vehicle is not permitted in the  
36 parking lot for reasons unrelated to the employee's transportation, storage,

~~or possession of a handgun;~~

~~(F) The employee is the subject of an active or pending employment disciplinary proceeding; or~~

~~(G) The employee, at any time after being issued a license to carry a concealed handgun, has been adjudicated mentally incompetent or not guilty in a legal proceeding by reason of mental disease or defect.~~

~~(d) This section does not prevent a private employer from prohibiting a person who is not licensed or who fails to transport or store the handgun in accordance with subdivisions (a)(1)(A)-(C) of this section from transporting or storing a handgun in the parking lot or from entering onto the private employer's place of business or the private employer's parking lot.~~

~~(e) A former employee who possesses a handgun in his or her private motor vehicle under this section is not criminally liable for possessing the handgun in his or her private motor vehicle in his or her former private employer's parking lot while the former employee is physically leaving the private employer's parking lot immediately following his or her termination or other reason for ceasing employment with the former private employer.~~

SECTION 3. Arkansas Code Title 11, Chapter 5, Subchapter 1, is amended to add an additional section to read as follows:

11-5-117. Possession of firearm in private employer parking lot.

(a) A private employer shall not prohibit an employee from transporting or storing a legally owned firearm in the employee's private motor vehicle in the private employer's parking lot when the firearm is:

- (1) Lawfully possessed; and
- (2) Stored out of sight inside a locked private motor vehicle.

(b) A private employer shall not prohibit or attempt to prevent an employee from entering the parking lot of the private employer's place of business because the employee's private motor vehicle contains a firearm if the firearm is:

- (1) Kept for lawful purposes; and
- (2) Stored out of sight inside a locked private motor vehicle.

(c) An employer has the right to:

(1) Prohibit a person who is not an employee from storing a firearm in an employee's motor vehicle in the private employer's parking lot;

1 and

2 (2) Prohibit an employee entering the private employer's place  
3 of business or parking lot because the employee's private motor vehicle  
4 contains a firearm in the following circumstances:

5 (A) The parking lot is a prohibited place specifically  
6 listed in § 5-73-306;

7 (B) The parking lot is on the grounds of an owner-occupied  
8 single-family detached residence or a tenant-occupied single-family detached  
9 residence and the single-family detached residence or tenant-occupied single-  
10 family detached residence is being used as a residence;

11 (C) The private employer reasonably believes that the  
12 employee is in illegal possession of the firearm;

13 (D) The employee is operating a private employer-owned  
14 motor vehicle during and in the course of the employee's duties on behalf of  
15 the private employer, unless the employee is required to transport or store a  
16 firearm as part of the employee's duties;

17 (E) The private motor vehicle is not permitted in the  
18 parking lot for reasons unrelated to the employee's transportation, storage,  
19 or possession of a firearm;

20 (F) The employee is the subject of an active or pending  
21 employment disciplinary proceeding; or

22 (G) The employee has been adjudicated mentally incompetent  
23 or not guilty in a legal proceeding by reason of mental disease or defect.

24 (d) This section does not prevent a private employer from prohibiting  
25 a person who fails to transport or store the firearm in accordance with  
26 subsection (a) of this section from transporting or storing a firearm in the  
27 private employer's parking lot or from entering the private employer's place  
28 of business or the private employer's parking lot.

29 (e) A former employee who possesses a firearm in his or her private  
30 motor vehicle under this section is not criminally liable for possessing the  
31 firearm in his or her private motor vehicle in his or her former private  
32 employer's parking lot while the former employee is physically leaving the  
33 private employer's parking lot immediately following his or her termination  
34 or other reason for ceasing employment with the former private employer.

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36 SECTION 4. Arkansas Code § 16-118-115 is amended to read as follows:

1 16-118-115. Civil actions regarding violations of ~~§ 5-73-326~~ § 11-5-  
 2 117.

3 An employer or employee who knowingly violates ~~§ 5-73-326~~ § 11-5-117 is  
 4 liable to the prevailing party in an action brought under this section and,  
 5 upon proving the prevailing party's case by clear and convincing evidence, is  
 6 entitled to one (1) or more of the following remedies:

- 7 (1) Equitable relief;
- 8 (2) Compensatory damages; and
- 9 (3) Costs and fees, including reasonable attorney's fees.

10  
 11 SECTION 5. Arkansas Code § 16-120-802(a), concerning a civil action  
 12 against a business entity for acts concerning a concealed handgun in a  
 13 parking lot, is amended to read as follows:

14 (a) A business entity, owner or legal possessor of property, or  
 15 private employer is not liable in a civil action for damages, injuries, or  
 16 death resulting from or arising out of an employee's or another person's  
 17 actions involving a handgun transported or stored under ~~§ 5-73-326(a)~~ § 11-5-  
 18 117 or from allowing a person to enter the private employer's place of  
 19 business or parking lot under ~~§ 5-73-326(b)~~ § 11-5-117, including without  
 20 limitation the theft of a handgun from an employee's private motor vehicle,  
 21 unless the business entity, owner or legal possessor of property, or private  
 22 employer intentionally solicited or procured the other person's actions.