

## **Nebraska's Concealed Handgun Law - A Guide for Employers**

On April 5, 2006, Governor Heineman signed into law the Concealed Handgun Permit Act ("Act"), amending NEB. REV. STAT. § 28-1202, effective January 1, 2007. In short, the Act will allow individuals who obtain permits from the Nebraska State Patrol to carry concealed handguns. Regardless of whether you support this legislation or not, you may want to consider addressing the issue in your employee handbook and/or posting notices regarding the possession of concealed handguns and other weapons on your property. The purpose of this article is to inform you of the law as it applies to your business and to provide you with some guidance in making these important decisions.

### **Can I prohibit employees, guests or vendors from bringing concealed handguns into my business.**

Yes. The Act allows an employer to prohibit employees from bringing concealed handguns into the workplace. Other property and business owners can prohibit anyone (other than peace officers) from bringing concealed handguns into their place of business even if the business owner only leases the premises.

### **Can I prohibit employees, guests or vendors from storing or bringing concealed handguns in their vehicles that are parked on my property?**

No. Concealed handgun permit holders may store or carry their handguns in their vehicles while at work or at a business or on property where concealed handguns are not permitted so long as the handgun is not removed from the vehicle.

### **Does the law prohibit handguns at specific places, events, and/or properties?**

Yes, even with a permit, a concealed handgun may not be carried in any of the following locations-

- Police, sheriff, or Nebraska State Patrol stations or offices;
- Detention facilities, prisons or jails;
- Courtrooms or buildings which contain a courtroom;
- Polling places during a bona fide election;
- Meetings of the governing body for a court, public school district, municipality or other political subdivision;
- Meetings of the Legislature or a committee of the Legislature;
- Financial institutions (except for duly authorized security personnel);
- Professional, semiprofessional, or collegiate athletic events;
- Schools, school grounds, school-owned vehicles or school-sponsored activities or athletic events;
- Places of worship;
- Emergency rooms or trauma centers;
- Political rallies or fundraisers;
- Establishments with liquor licenses that derive over one-half of their total income from the sale of alcoholic beverages; and
- Any place where possession of a firearm is prohibited by state or federal law.

Additionally, the law allows local governments (cities, counties and agencies) to pass laws, rules and regulations prohibiting the possession of concealed handguns. (As of the writing of this letter, none had yet been enacted in Lincoln.)

### **How do I tell my employees that the company prohibits concealed handguns in the workplace?**

Create a policy and give specific notice. The employer should include the prohibition of concealed handguns (and other weapons) in the company's employee handbook and educate the employees in training sessions and safety meetings. The employer should

