

Weapons on the Jobsite?

Contractors want to know if they can ban firearms.

As many of you may recall, in 2011 Wisconsin passed Concealed Carry legislation, allowing a licensed individual to carry a concealed weapon most anywhere in the state. One of the exceptions to this law allows employers to prohibit employees from carrying while in the course of employment. Given recent events, contractors have been asking if this extends to their workers on job sites. The answer is yes, but...

Contractors are permitted to prohibit employees from carrying firearms on jobs sites, even if the employees possess a carry conceal permit. Contractors are permitted to extend the prohibition to any property where the employee is acting in the course of their employment, including work sites and off-site locations where they are working.



The prohibition extends to company vehicles, but not the employees' personal vehicles, even if the personal vehicles are used in the course of employment. This personal vehicle exception arises most frequently in the context of parking at the job sites. **Contractors who elect to prohibit firearms on the job sites need to exclude employee's personal vehicles from that prohibition.**

Posted signage is the recommended method of notice. These signs must be no less than 5" X 7" and prominently posted near entrances and other locations where persons entering the property or building can be expected to see the signs.

The 2011 law also provides immunity for employers who decide not to prohibit carrying concealed weapons on the premises. However, the extent of the protection this immunity provides is not yet clear. Members who have questions on this point are encouraged to discuss them with a legal or insurance professional.

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