Engage PEO Client Alert

Florida Unlicensed Carry of Concealed Weapons

WHAT'S NEW: Governor DeSantis signed House Bill 543 into law, effective July 1, 2023. Individuals are no longer required to obtain a license to carry a concealed weapon or firearm.

WHAT IT MEANS

Employers are prohibited from conditioning employment upon whether an employee has or does not have the authority to carry a concealed weapon.

Employers may continue to prohibit employees from possessing a firearm on property that is owned or leased by the employer, or in a vehicle that is owned or leased by the employer. However, employers are prohibited from banning employees from locking their legally owned firearms in their private vehicle in a parking lot that is owned or leased by the employer.

Employers may not discriminate or retaliate against an employee based on them exercising their constitutional right to keep and bear arms, or for lawfully exhibiting a firearm on employer property for self-defense.

WHAT EMPLOYERS SHOULD DO

Employers should review current policies regarding the possession of weapons and firearms by employees to ensure they comply with the new regulations.

A policy that prohibits weapons including firearms in the workplace should provide an exception for firearms that are stored in an employee's personal vehicle.

Please reach out to your Engage Human Resources Consultant if you have any questions concerning this alert or other H.R.-related matters.