



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB5150

Introduced 2/10/2026, by Rep. John M. Cabello

SYNOPSIS AS INTRODUCED:

430 ILCS 66/43 new

Amends the Firearm Concealed Carry Act. Prohibits an employer from discharging, disciplining, penalizing, discriminating against, or refusing to hire an employee or applicant solely on the basis that the employee or applicant exercised his or her right under the Act to lawfully store a concealed firearm in the employee's vehicle in the employer's parking lot. Provides that an employer, its officers, employees, and agents are immune from civil liability for any claim arising out of, or in any way related to, the mere presence of a lawfully stored firearm in an employee's vehicle in the employer's parking lot, including, but not limited to, claims for damages resulting from theft, discharge, or misuse of the firearm by a third party, unless the claim is based on the employer's own willful or wanton misconduct or gross negligence independent of the lawful storage protected by the Act. Allows a person aggrieved by a violation of these provisions to bring a civil action in circuit court within 2 years after the date of the alleged violation. Describes the relief that is available in such an action.

LRB104 17968 WRO 31405 b

1 AN ACT concerning safety.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Firearm Concealed Carry Act is amended by
5 adding Section 43 as follows:

6 (430 ILCS 66/43 new)

7 Sec. 43. Employment protections; vehicle storage; employer
8 immunity.

9 (a) As used in this Section:

10 "Employee" means any individual employed by an
11 employer, including a prospective employee.

12 "Employer" means any person, partnership, association,
13 corporation, limited liability company, or other legal
14 entity that employs one or more individuals, including an
15 agent of such entity.

16 "Lawful storage" means storage of a firearm by an
17 employee who may lawfully possess the firearm, where the
18 firearm (and any ammunition) is maintained in the
19 employee's vehicle in compliance with this Act, locked out
20 of plain view in the vehicle or in a locked container
21 within the vehicle, while the vehicle is parked in the
22 employer's parking lot.

23 "Parking lot" means any property or area provided by

1 an employer for employee or visitor motor vehicle parking,
2 whether owned, leased, or controlled by the employer,
3 including any adjacent driveways or other areas intended
4 to permit vehicle access to such lot.

5 "Vehicle" means a motor vehicle that is lawfully
6 possessed or operated by the employee.

7 (b) Notwithstanding any other provision of law, an
8 employer shall not discharge, discipline, penalize,
9 discriminate against, or refuse to hire an employee or
10 applicant solely on the basis that the employee or applicant
11 exercises his or her right under this Act to lawfully store a
12 concealed firearm in the employee's vehicle in the employer's
13 parking lot under subsection (b) of Section 65 of this Act.

14 (c) The prohibition in subsection (b) of this Section
15 applies only if:

16 (1) the employee or applicant lawfully possesses the
17 firearm under State and federal law, including compliance
18 with any licensing requirements of this Act;

19 (2) the firearm and any ammunition are stored out of
20 plain view in the employee's vehicle or in a locked
21 container within the vehicle; and

22 (3) the vehicle is legally parked in the employer's
23 parking lot.

24 (d) Nothing in this Section:

25 (1) prohibits an employer from maintaining and
26 enforcing policies that restrict firearms within

1 buildings, facilities, or other areas where firearms are
2 prohibited under Section 65 of this Act or under federal
3 law;

4 (2) prohibits an employer from restricting or
5 prohibiting firearms in employer-owned or employer-leased
6 vehicles provided to an employee for the employee's work
7 duties;

8 (3) limits an employer's ability to take adverse
9 action against an employee who, other than lawful storage
10 under subsection (c), uses, handles, brandishes, displays,
11 or otherwise possesses a firearm in violation of law or
12 employer policy on the employer's premises; or

13 (4) requires an employer to inquire into, monitor, or
14 investigate the presence of a firearm in an employee's
15 vehicle.

16 (e) An employer, its officers, employees, and agents are
17 immune from civil liability for any claim arising out of, or in
18 any way related to, the mere presence of a lawfully stored
19 firearm in an employee's vehicle in the employer's parking
20 lot, including, but not limited to, claims for damages
21 resulting from theft, discharge, or misuse of the firearm by a
22 third party, unless the claim is based on the employer's own
23 willful or wanton misconduct or gross negligence independent
24 of the lawful storage protected by this Section.

25 (f) A person aggrieved by a violation of subsection (b) of
26 this Section may bring a civil action in circuit court.

1 Available relief includes: reinstatement; back pay and front
2 pay; restoration of benefits; expungement of any adverse
3 employment record related to the violation; injunctive or
4 declaratory relief; and reasonable attorney's fees and costs
5 to a prevailing plaintiff. An action under this subsection
6 shall be commenced within 2 years after the date of the alleged
7 violation.