

WEAPONS-FREE WORKPLACE POLICY
PEDERNALES ELECTRIC COOPERATIVE, INC.

CEO APPROVED: February 1, 2013

PURPOSE

The Purpose of this Policy is to provide Cooperative employees and members with a safe environment within the buildings or on the property of the Pedernales Electric Cooperative ("PEC" or "the Cooperative"). This policy designates and explains where weapons are prohibited on property, buildings, and within vehicles of PEC.

POLICY

- 1) Except as provided herein, no person may possess, conceal, use or transfer any firearm (including any hand gun) or any other weapon (including knives, clubs, or other articles or devices that are primarily used to inflict injury) in a building or portion of a building or on an outdoor work area owned or leased by the Cooperative ("Cooperative Premises") or in a Cooperative-owned or Cooperative-leased vehicle.

- 2) PEC employees and other persons are hereby given written notice that, except as otherwise mandated by law or allowed by this policy, the following language applies to all PEC property:

"Pursuant to Section 30.06, Penal Code (trespass by holder of license to carry a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (concealed handgun law), may not enter this property with a concealed handgun."

- 3) Law enforcement officers carrying weapons in the performance of their jobs are exempt from this policy.

- 4) The Cooperative may post all necessary signage and notices required by law to enforce this policy.

- 5) Employees may store firearms or ammunition in a personal vehicle that is parked in a Cooperative parking lot, garage, or other parking area provided by PEC for employees so long as the following criteria are met:
 - a. The employee holds a concealed handgun license, or otherwise lawfully possesses the firearm or ammunition;
 - b. The firearm or ammunition is stored in the employee's personal vehicle; and
 - c. The vehicle is locked.

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- 6) In accordance with Texas Law, PEC does not have any duty to inspect, patrol, or secure the parking lot or any vehicles parked in a parking lot. In addition, PEC has no duty to confirm or determine an employee's compliance with laws relating to firearm ownership or possession.
- 7) Any violation of this policy may result in prosecution for criminal trespass and, for employees, may result in disciplinary action up to and including termination of employment.
- 8) This policy supersedes any prior resolution or policy adopted by the Board of Directors of the Cooperative pertaining to weapons in the workplace.