

Can I work on military bases, shipyards, and maritime ports if I have a criminal conviction?



It depends. In Hampton Roads, most military bases, shipyards, and maritime ports require you to pass a security check before working in secure areas. Having a criminal conviction may impact your ability to work in secure areas. This brief guide will explain the difference between the security passes needed to access most installations in Hampton Roads, and the waiver process if your application is rejected based on a previous criminal conviction.

What is RAPIDGate and TWIC?

RAPIDGate is the name of the security credential used to access military bases and some shipyards. **The RAPIDGate Program** performs background checks and authenticates participant identities to work on participating installations (military bases), which may also include local shipyards. Upon passing the background check, each participant receives a personalized RAPIDGate Credential. The participant presents the RAPIDGate Credential at installation entrance gates to be authorized to enter.

The Transportation Worker Identification Credential, also known as TWIC®, is required by the Maritime Transportation Security Act for workers who need access to secure areas of the nation's maritime facilities and vessels and is generally used to access maritime ports. This includes port facility, longshore, and most transportation sector workers. The credential is good for 5 years and is requested through the TSA/Homeland Security website (www.tsa.gov) and is processed through a local enrollment center which can be found on the TSA website. Just as with the RAPIDGate credential, the participant must present the TWIC credential to gain access to the governed locations.

Who pays for my security pass?

A **RAPIDGate pass** is paid for by the company and belongs to the company. The **TWIC card** is paid for by you and belongs to you.

Can I apply for a waiver if I fail the background check?

RAPIDGate Waiver:

If you feel the information or results of the background check are incorrect you can adjudicate (challenge) the background check results. **If the data on the background check is accurate, you may also request a waiver from the installation for access. The company can assist in the process and the Base Commander makes the final decision.**

Certain disqualifying events will not be eligible for a waiver by the Coast Guard, Marine Corps and Navy:

- Felony convictions (as far back as records are available), for:
 - Rape, Child Molestation, Human Trafficking, Espionage, Sabotage, Treason, and Terrorism.
- Wanted persons – Open wants and warrants. As far back as records are available.
- Individuals found to be listed on searched watch lists (OFAC, ICE, Interpol, etc.). As far back as records are available.
- Immigration Violation - As far back as records are available.
- Registered Sex Offenders - As far back as records are available.

The Transportation Worker Identification Credential (TWIC) Waiver:

If an individual is denied, they will receive a letter with the reason for denial and the steps for appealing the decision.

The participant is considered ineligible for the credential if they have the following conditions:

- Lacks lawful presence and certain immigration status.
- Has connection to terrorist activity.
- Has been determined to lack mental capacity.
- Was convicted of certain crimes (Treason, Sedition, Espionage, and Crimes of Terrorism).
- Has a disqualifying criminal offense.

Specific information on the Rapidgate and TWIC card process for employers and employees may be found at:

RAPIDGate: <http://www.rapidgate.com/faqs> **TWIC:** <https://www.tsa.gov/for-industry/twic>

This information has been provided courtesy of the Hampton Roads Re-Entry Employment Committee of the Norfolk Re-Entry Council.