

THE NEW YORK TIMES, THURSDAY, AUGUST 7, 1980

# State Must Accredite Work as a Volunteer

By The Associated Press

**A**L BANY, Aug. 6 —Like a lot of other women, Damaris Walsh McGuire found that her long hours of volunteer work did not count as "real" job experience when she started looking for work.

But unlike the rest, she decided to do something about it. As a result, New York State has been forced to start giving credit for volunteer labor.

The State Department of Civil Service agreed yesterday that in the future it would count volunteer work, and not just paid employment, as part of the experience of applicants for state jobs. The action was part of the settlement of a sex discrimination case brought by Mrs. McGuire, who was passed over for a job with the State Commerce Department. She contended that the state's policy of crediting only paid work discriminated against women because more women than men do volunteer work.

The new policy requires that the State Civil Service system credit unpaid part-time and full-time work to the same extent such experience would be accepted if paid.

Mrs. McGuire, 41 years old, had applied for a position as a business ombudsman with the Commerce Department. The ombudsmen help businesses

in their dealings with the state. Although she had about 10 years' paid work experience, the minimum experience for the job, the remainder of her job experience was as a volunteer.

"I spent two years as president of the parents' association at my children's school, working 45 or 50 hours a week," Mrs. McGuire said yesterday. "I helped found, staff and run a day-care center. I think that volunteer experience was very relevant to the job."

Of the 800 original applicants, only 67 white males passed the first stage of the screening process for about 18 ombudsman jobs that were available.

The Division of Human Rights did not order the Civil Service Department to reconsider Mrs. McGuire for the job. She says she did not press for that relief, partly because she has since found a job she likes, working with museum programs in New York City.

The new state policy does not specifically cover the thousands of local civil service jobs. And it is unclear whether the decision sets a precedent for either localities or private industry in their hiring. A bill that would have required consideration of volunteer work for both state and local Civil Service jobs was vetoed by Governor Carey last month.