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<td>53</td>
<td>18</td>
<td>09/20/1962</td>
<td>Memo</td>
<td>To Research Department, from Bob Haldeman. Regarding the statement for CADLE Bulletin. 1 page.</td>
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<td>09/17/1962</td>
<td>Letter</td>
<td>To H.R. Haldeman, from Tom Woods. Regarding the printing of the governor's answer and providing space for RN to respond in CADLE. Attached to previous. 1 page.</td>
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<td>53</td>
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<td>Memo</td>
<td>To Tom Woods, from H.R. Haldeman. Regarding repairing bad impressions and assurances of RN's contribution to CADLE. Attached to previous. 2 pages.</td>
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<td>09/04/1962</td>
<td>Letter</td>
<td>To RN, from Tom Woods. Asking for RN's plans for the Department of Motor Vehicles in the coming four years. Attached to previous. 1 page.</td>
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<td>18</td>
<td>07/09/1962</td>
<td>Letter</td>
<td>To RN, from Tom Woods. Copy of original letter asking RN to respond with his plans for the Department of Motor Vehicles. Attached to previous. 1 page.</td>
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<td>53</td>
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<td>12/22/1961</td>
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<td>12/08/1961</td>
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<td>To H.R. Haldeman, from John Landreau. Regarding the California Association of Driver's License Examiners unhappiness with the current governor and members as possible supporters. Attached to previous. 1 page.</td>
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<td>53</td>
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<td>Other Document</td>
<td>Page from a booklet listing the branch offices of the Department of Motor Vehicles. Attached to previous. 1 page.</td>
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<td>53</td>
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<td>12/22/1961</td>
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</tbody>
</table>
Bob Haldeman

Statement for CADLE Bulletin

You have the file on this.

Let's try to get the statement to them as much in advance of their October 15th deadline as is possible.
September 20, 1962

Dear Mr. Woods:

Many thanks for your letter of September 17th.

We do appreciate having been put on your mailing list.

Mr. Nixon's statement for your November issue of CADLE NEWS is being prepared and will reach you in advance of your October 15th deadline. He appreciates the opportunity to contribute to your Bulletin.

Let's hope all bases are covered at this point, and all mishaps and misunderstandings are now cleared up.

We do appreciate your cooperation.

With kind regards and good wishes.

Sincerely,

H. R. Haldeman

Mr. Tom Woods
President, CADLE
3920 Coolidge Avenue
Oakland 2, California
Mr. H. R. Haldeman, Campaign Manager  
Nixon for Governor  
3908 Wilshire Blvd  
Los Angeles 5, California

Dear Mr. Haldeman:

Thank you for your letter of September 7. We understand the situation. I have worked in offices which became swamped with work, so am quite well aware of how things can get out of hand. But just so you will know that we did not fall down on the job after your request for information of December 22, we sent you a copy of our monthly bulletin each month, and these bulletins outlined our objectives and complaints together with what corrective steps we felt might be taken.

We understand too, how busy Mr. Nixon must be, and would let this whole matter drop except that we have received a reply from the governor, and feel that we must now print his answer. On the other hand it would seem not to be proper to give space to the governor without also giving space to Mr. Nixon.

I am sorry that I am the one that must, by this request, add to the work of Mr. Nixon.

Thanking you,

Tom Woods  
CADLE President
Research Department

Bob Haldeman

RN Statement for November issue of CADLE (deadline October 15th)

Attached is subject file.

I understand the July 9th letter to RN mentioned by Mr. Woods was received, reached Research, but now cannot be located and that no action was ever taken on it.

Please note my letter, this date, to Woods — promising the statement.

The file should be returned to me, with copy of the statement provided CADLE.
September 7, 1962

Mr. Tom Woods
President
Cable
3920 Coeledge Avenue
Oakland 2, California

Dear Mr. Woods:

Dick Nixon's office, in his absence, has forwarded to me your letter of September 4th in order to avoid further delay in clearing up the unfortunate circumstances involved in your previous correspondence with him.

First, we immediately checked and thus far have been unable to uncover your letter of July 9th. Either it was misdirected through the mails, or possibly was lost in the avalanche of mail received by Mr. Nixon following the primary. In either case, we are of course concerned and do want to correct any impression you have that this matter has been delayed without apparent reason. This is not the case.

I have also referred to my correspondence with you of last December, copies attached. As indicated, I initiated the contact with your organization and requested your views on the Department insofar as past and present situations were concerned, as well as what corrective steps you felt might be taken. Since we never received this, I thought you might have decided to drop the matter.
Of prime importance at the moment, however, is to assure you of Dick Nixon's interest in contributing a statement to the November issue of Cable, and it will be in your hands prior to your deadline of October 15th.

Again, many thanks for your follow-up. We are deeply sorry the unexplained fact your letter of July 9th did not reach us caused this inconvenience and misunderstanding. If the information mentioned in my letter of December 22nd is now available, I am sure Mr. Nixon would be most interested in reviewing it.

With kind regards and good wishes.

Sincerely,

E. R. Haldeman

bcc Research w/fax incoming
Mail Office ""
Mr. Richard Nixon  
O/c Mr. H. R. Haldeman, Campaign Manager  
3906 Wilshire Boulevard  
Los Angeles 5, California

Dear Mr. Nixon:

On July 9th of this year I wrote telling you that the members of this association had directed me to ask you, and Governor Edmund G. Brown, to write to us telling us of your plans for the Department of Motor Vehicles in the coming four years.

A copy of the letter is enclosed.

We have received a reply from Governor Brown. No reply has as yet been received from you. We know that you are a very busy man and can understand well how this matter may have been overlooked. However we feel it would not be proper to print Governor Brown's message without also printing a like message from you.

Our November CADLE News should go to the printer on October the 15th. May we please hear from you prior to this date?

Thanking you,

Tom Woods  
CADLE President

3920 Coolidge Avenue  
Oakland 2, California  
September 4, 1962
Mr. Richard Nixon
O/o Mr. H. R. Haldeman, Campaign Manager
3908 Wileshire Boulevard
Los Angeles 5, California

July 9, 1962

Dear Mr. Nixon:

The members of this association have directed me to write to you, and to Governor Edmund G. Brown, asking you both to write to us telling us of your plans for the Department of Motor Vehicles in the coming four years. We are particularly interested in your plans as pertains to driver licensing and post licensing control of drivers.

Any information which you may be kind enough to send us will be printed in our monthly bulletin, The CADLE News.

It seems appropriate, at this time, to point out to you that we are well pleased with the present Director of our Department, Mr. Tom Bright, and hope that your plans include retaining him in this position.

Thanking you,

Tom Woods
CADLE President
Mr. H. R. Haldeman, Campaign Manager
Nixon for Governor Committee
3908 Wilshire Boulevard
Los Angeles 5, California

Dear Mr. Haldeman:

We have received your letter of December 27 in regards to our contacting candidates for Governor. We commend you for your alertness.

To prepare an answer to your letter will take some little thought on our part. We will try to get some material to you within the next 10 days or two weeks.

Sincerely,

Tom Woods
CADLE President
December 22, 1981

Mr. Tom Woods
President
CADLL
2000 Washington Avenue
San Leandro, California

Dear Mr. Woods:

I note in the December issue of CADLL News that you, as President of CADLL, have been asked to contact the candidates for Governor of the two major parties requesting information on their plans for the Department.

I understand that your members have a number of thoughts regarding action or inaction on the part of the Governor of California over the years, and I would be very much interested in learning from you what you feel has been neglected or mishandled in the past, and also what positive steps you feel would be advisable for the future.

If you are going to be in the Southern California area in the near future, perhaps we might be able to get together to discuss this. If this is not possible, I would suggest that you meet with one of our Northern California people and be glad to set this up at your convenience.

Would you be so kind as to give me an indication of your current plans and any thoughts you wish to express at this point.

Thank you very much,

Sincerely,

[Signature]

cc: Mr. John C. Landreau
December 22, 1961

Mr. Tom Woods
President
CADLE
2000 Washington Avenue
San Leandro, California

Dear Mr. Woods:

I note in the December issue of CADLE News that you, as President of CADLE, have been asked to contact the candidates for Governor of the two major parties requesting information on their plans for the Department.

I understand that your members have a number of thoughts regarding action or inaction on the part of the Governor of California over the years, and I would be very much interested in learning from you what you feel has been neglected or mishandled in the past, and also what positive steps you feel would be advisable for the future.

If you are going to be in the Southern California area in the near future, perhaps we might be able to get together to discuss this. If this is not possible, I would suggest that you meet with one of our Northern California people and would be glad to set this up at your convenience.

Would you be so kind as to give me an indication of your current plans and any thoughts you wish to express at this point.

Thank you very much.

Sincerely,

Mr. R. Haldeman

ccl. Mr. John C. Landreau
Bob:

re: the CADLE letter to RN of July 9th...

MM remembers it -- said it went to Research --
Millie Younger remembers it; Don Frey remembers it...

but it is now among the missing -- and they say nothing was ever done by way of an answer.
Research readily admits losing it -- at least, they've been unable to turn it up as of now.

...have drafted a reply - over your signature.....

...What about getting

the statement to them. This is the most important

them...
Mr. Lester Santee, an Examiner since 1959, has resigned from the San Bernardino Field Office to become a professional representative for the California State Employees Association. According to Mr. Louis Fortes of Chapter 50, Mr. Santee has just completed a very successful year as President of the Orange Belt Chapter of CSEA. He was a popular hard working President and will be remembered for having put the Chapter on a more "legal" basis by always following CSEA regulations and Chapter By-laws. He also took a great interest in helping members to cope with insurance problems. Mr. Santee resigned on July 9th and assumed the duties of Sacramento Representative for CSEA on August 1, 1962.

Members of CSEA and CABLE and his friends in the San Bernardino-Riverside area have wished him every success and know that he will do an excellent job in Sacramento. The President of CABLE hailed Mr. Santee's new assignment and pointed out that it is good to have a person who knows our work in the CSEA's Sacramento Headquarters.

Mr. Fred C. Haupt, 1962 CABLE Director of the San Diego Region, has reported that Mr. Robert (Bob) Hay of the San Diego Office has been elected the 1963 Director for the Region. Mr. Charles Burke of Chula Vista was reelected Alternate Director.

The elections took place at a CABLE Meeting on August 9th, and on the same night Mr. Haupt announced that he was planning to retire from the Department on October 1st. He said that he was retiring early while he was still young enough to enjoy driving and visiting new scenes. As a starter he will fly to Michigan, pick up a new car, and then drive home by way of Washington D.C. and Key West.

Our 22nd Year, September 1962 California Association of Driver License Examiners, Inc.

OCTOBER CONVENTION SHAPING UP IN EXTRA COLOSSAL SUPERFINE STYLE

BIG CABLE GATHERING SET FOR NEXT MONTH:

The 22nd Annual Convention of CABLE will be held in Bakersfield on the Columbus Holiday weekend, Friday and Saturday, October 12th and 13th, 1962. The Greater Bakersfield Chamber of Commerce has arranged for sunny skies and fair weather. Chairman Bob Hanks reports that the Bakersfield Inn fits CABLE requirements for a convention site perfectly: Sparkling decor, excellent cuisine, and low prices. Singles start at $5.75 at $7.50. There is also a swim pool into which the politically ambitious may fall.

All persons interested in Driver Licensing are invited to attend CABLE Conventions. However of course, only members may vote or submit motions. Examiners have been urged to start planning car pools now. The CABLE President has pointed out that by traveling four or five in a car, expenses will go way down, down, down.

Unfortunately Director Tom Bright, due to other duties, will be unable to attend. In his place Deputy Director Mrs. Beth Bellizzet has been asked to speak at the closing dinner on Saturday evening. Three experts are being sent by the Department to conduct the training portion of the program. The Manual and Things To Come will be (See Page 2)

CABLE IS THE EXAMINER'S VOICE
ATTEND THE CABLE CONVENTION

HELP DIRECT THE VOICE

According to the CABLE By-laws it is the duty of each Regional Director to hold an election for Regional Director and Alternate Regional Director at a Regional Meeting within sixty days preceding the Annual Convention. If this has not been done, it should be done as soon as possible. If it cannot be done before the Convention please accomplish the election as soon after the Convention as possible. There is no rule against a member being a Director for more than one term. In any case, Directors must not break the chain by resigning before the Regional Meeting. Once the chain is broken it makes the new President's job most difficult. Help the new President by not breaking the chain.

There will be a Board of Director's Meeting in Bakersfield prior to the Convention. It is tentatively set for 10:00 AM, Friday, October 12th. Each Region should have at least one person in attendance. This can be either the 1962 Director, or the 1963 Director, or an Alternate. But please be sure that your Region is represented.

The cooperation of the 1962 Directors is much appreciated. We thank you for your fine work. Please don't break the chain!
CONVENTION BUSINESS (Continued)

Resolution in its best form. A copy of the motion should be given to the Secretary as the motion is written. The proposal should be as short as possible. Do not tie the hands of the Directors of the Association by spelling out just what they may do in an effort to put your idea into effect.

CABLE OBJECTIVES LISTED

All business should be within the frame work of the purposes of the Association which are listed in the box at the bottom of this page. Proposals should not be made which will be duplicates of nominations already listed by the Association. At this time CABLE has the following objectives:

1. A limited appointment system.
2. Amend Armed Forced law to provide extension ends 90 days after return to State.
3. Accept Department plan to transfer Examiners to W.V.I.
4. Ask Governor to transfer 5 Examiners to W.V.I. and work 10 hours per day.
5. Publication of insurance information in the Manual.
6. A Manager-1 Leaderman in charge of Examining in offices with 5 or more Examiners.
7. New records for the recorded oral sign test eliminating the scanning.
8. The requirement for & be spent in each office for in-service training.
9. Approval of short leaves for the Uniform during the fall, winter and elimination of the one month summer.

ELECTION OF OFFICERS IS MAIN BUSINESS

The election of Officers for the coming year is one of the main reasons for having a Convention. To be elected are President, Vice-President, Secretary, Treasurer, and Sergeant-at-Arms. Mr. Sandy Shelkoff is Chairman of the Nominating Committee. Send your suggestions to him now at Culver City.

CABLE NEWS: Monthly publication of California Association of Driver's License Examiners. The purposes of the association are: To raise the standards of the examining profession. To improve the techniques of examining. To promote the Driver Improvement Program. To cooperate with other agencies with like purposes. Mailing address: 3520 Coolidge Avenue, Oakland. The cartoons are from TRAFFIC SAFETY published by the National Safety Council.

YOU'LL ENJOY MEETING OLD FRIENDS AND "TALKING SHOP"

CONVENTION BUSINESS (Continued)

EXPERTS TO CONDUCT TRAINING (Continued)

covered by the author of the Driver License Manual, Mr. Erwin Blachoff. Also, Mr. Harry W. Baugh, the author of the Oakland Examiner's School will talk on Licensing Today. The Driver Improvement Program will be handled by John Allen, Sacramento Review Analyst.

Mr. Allen, who is also the Vice-President of CABLE, will tell us why and how to refer and how to be promoted to a DIA position.

COMMITTEE CHAIRMAN SELECTED

In charge of arrangements for the Convention is Mr. Fred Mackins of the Bakersfield Office. While in charge of happiness is Mr. Chester Thorsen also of Bakersfield. "Any friend of ours," says he thinks it will be furnished and all you are going to have is drink it.

Don Wilson Kelly will be in charge of the convention. A Swiss Steak dinner is planned with the price set at $2.50. Don is from San Mateo and has asked us to invite that he is a real swell guy. Past-President Norman Harman of Merced is Parliamentarian. Mr. James Brewer of Bell will be Chairman of the Lansing and Adjournment Discussion. The others asked to serve as Chairmen are: Mr. Tom Byrne of San Francisco - Ethics and Standards; Mr. Robert Maguire of Bakersfield - Public Relations; Mr. Ken Skinner of Hayward - Techniques.

A VAST OVER-EXPOSURE TO MUCH SUN'S NOT GOOD FOR ONE

TENTATIVE CONVENTION PROGRAM:

Friday, October 12th
10:00 Board of Directors Meeting
11:00 Nomination Committee Meeting
Friday, October 13th
12:00 Registration
1:15 CALL TO ORDER
Salute to the Flag
Address of Welcome
1:45 Report of Nominating Committee
Mr. Sandy Shelkoff, Culver City
1:50 Discussion Groups
Ethics and Grievance
Mr. Tom Byrne, San Francisco
Laws and Legislation
Mr. James Brewer, Bell
Public Relations
Mr. Robert Maguire, San Diego
Techniques
Mr. Ken Skinner, Hayward
2:50 Rescess
3:00 Department Training Progress
Manual - Mr. Erwin Blachoff
License - Mr. Marvin Baugh
DIA - Mr. John Allen
6:00 Rescess
Saturday, October 14th
10:00 Presentation of Resolutions
Speaker: Mrs. Beth Bennett
Installation of Officers
Dinner,
Speaker: Mr. Robert Maguire
Speaker: Mr. Samy Shelkoff, Culver City
Speaker: Mr. Marvin Baugh
DIA - Mr. John Allen
Speaker: Mr. Don Kelly, San Mateo
9:30 ADJOURNMENT

LETTER RECEIVED FROM GOVERNOR BROWN:

In compliance with a motion passed at the last convention, letters have been written to Governor Edmund Brown and Vice-President Richard Nixon asking them to write to us of their plans for the Department. We have an answer from the Governor and expect a response from Mr. Nixon shortly. Both letters will be published in CABLE News.

VICE-PRESIDENT JOHN ALLEN SAYS:

Until the majority of Examiners are willing to take an active part and put in some time and work, CABLE cannot be as great as it could be. It does not help to sit on the side lines and find fault. The officers can only do that which is directed and supported by the members. If the Examiner is not satisfied with the activities or direction the organization takes, he should join and try to do his part in carrying on the duties and responsibilities which they have in CABLE.

PRESIDENT TOM WOODS SAYS:

Please start planning now to attend CABLE’s Convention. You’ll have fun. You’ll learn of better and easier ways of doing the job. You’ll help make CABLE strong so that it can continue to protect your interests. I too hope that CABLE will this year become "The Examiner’s Association." Let’s take the first step by electing five Examiners as the association’s 1965 officers.

NEW EDITOR WANTED: Yes we’re still looking for an Examiner who can type to be CABLE News Editor for 1965. Willingness to work hard, knowledge of English, and ability to spell will be helpful but not absolutely necessary. We will train you on the job.
To: Research Department
From: Bob Haldeman
Subject: Distribution:

Attached is for your files.

CADLE will probably review programs of the gubernatorial candidates and endorse one at some point.

We should be aware of their aims and interests.

File: - S & I
x - Chron
Bob:

I herewith hand you approximately one thousand potential "Nixon precinct workers", Statewide.

The enclosed CADLE NEWS is the monthly publication of the California Association of Drivers License Examiners. There are approximately 500 of these employed by the State of California, while they are not all paid-up members, they each receive a copy of the monthly CADLE NEWS, and go along 100% with the gripes, requests, actions and attitude of the organization.

They were disappointed under Governor Knight and have received little if any notice or consideration under Governor Brown.

The enclosed copy of the CADLE NEWS contains their many requests for "relief".

At their State Convention on Sunday October 8th, 1961, you will note at the bottom of page 4 a resolution that the President of CADLE contact candidates for governor of the two major parties, requesting information on their plans for the Department, and that such information or compensation, be printed in CADLE News as a voting guide for the members.

I have made it my business to become acquainted and friendly with the 10 Examiners in the Bellflower office of the State Motor Vehicle Dept. At least 7 of them are democrats, but they will not vote for Brown come November 1962. They advise me that the entire membership of their group feel the same way.

Each examiner tests for drivers' licenses about 7500 people annually. This means that each examiner will have personal contact with at least 3500 persons during the next six months, or a total of 1,750,000 persons will be given drivers' tests during the next six months by the 500 examiners.

In each office there is an average of 10 employees besides the examiners. There are about 125 offices throughout the State. The office employees are very sympathetic towards the examiners.

Refer again to their CADLE News of December, inasmuch as they in their convention officially passed a resolution authorizing their President to confer with the candidates for Governor, it would seem to me to be very ethical that you contact the President of their group, Tom Woods of San Leandro, Calif. The office address is 2000 Washington Ave, San Leandro. Were I in your position I would not wait until Woods contacted me, because he might contact the other candidates first and get promises from them, etc, etc, which might nullify any friendly attitude toward them that Dick Nixon might have or develop after hearing their case.
Also attached are the addresses of all Motor Vehicle Hq in the State.

The names of the newly elected officers of the Association are on page 10 of the CABLE NEWS.

I respectfully suggest you get someone on this right now...these lads are ripe for pickings.

Ground work should be laid that the President of Cable, Tom Woods, be invited to confer in person with Richard Nixon.

Good luck,

Sincerely yours.

[Signature]

John C. Landreau.
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<thead>
<tr>
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<tr>
<td>Alameda</td>
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<td>Alhambra</td>
<td>3108 Main St.</td>
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<tr>
<td>Auburn</td>
<td>One Plaza, Jr., Change Bldg.</td>
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<td>Auburn</td>
<td>1280 Folsom St.</td>
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<td>2801 H St.</td>
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<td>113 S. St.</td>
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<td>425 E. Florence Ave.</td>
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<tr>
<td>Bellflower</td>
<td>9230 Center St.</td>
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<td>Berkeley</td>
<td>1911 Sacramento St.</td>
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<td>201 W. Rice St.</td>
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<td>383 Main St.</td>
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<td>14 Ponderosa Blvd.</td>
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<td>11 Third Ave.</td>
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<td>747 Foothill St.</td>
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<td>Concord</td>
<td>203 E. Palmer Ave.</td>
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<td>Coso</td>
<td>113 S. F St.</td>
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<td>Delano</td>
<td>1230 High St.</td>
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<tr>
<td>El Centro</td>
<td>888 Broadway</td>
</tr>
<tr>
<td>Encino</td>
<td>911 S. Encinillo Blvd.</td>
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<tr>
<td>Ensenada</td>
<td>Fourth and Myrtle St.</td>
</tr>
<tr>
<td>Escondido</td>
<td>1028 Mission St.</td>
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<tr>
<td>Fillmore</td>
<td>130 N. Franklin St.</td>
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<td>87 N. Eighth St.</td>
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<td>5545 S. Brand Blvd.</td>
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<td>Harvard</td>
<td>200 S. Pleasant Ave.</td>
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<td>1730 Sycamore Ave.</td>
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<td>221 San Benita St.</td>
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<td>6435 W. Olympic Blvd.</td>
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<td>Indio</td>
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<td>Yuba</td>
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Driving takes seeing - By George M. Milkie, O.D., Palm Springs, California. 

Motorist Vision and Highway Safety Committee, 
California Optometric Association

Vision as we know it today is a very highly complex process. It involves the physical, physiological, and psychological sensations. Quick starts, high speeds, and crowded roads demand more of our vision than ever before.

A driver must see danger in order to avoid it. Ninety percent of driving decisions are based on sight, yet the American Optometric Association estimates one out of every five American drivers has inadequate vision and probably doesn't even realize it. Over half of the freeway accidents are caused by inattentive drivers plowing into the car ahead. No doubt they noticed these cars, but not fast enough! Good driving vision requires more than just good visual acuity, it is very important to have adequate side vision, good depth perception, excellent muscle co-ordination, sharp night vision and good visual acuity. It is also important to react quickly to what you see. Vision deficiencies are serious accident breeders. We, therefore, cannot reduce these experiences and performances to merely one test of the visual mechanism.

Acuity, the most important single skill the eye possesses, has been shown to have some correlation with accident records although it does not have the high relationship one might expect. The point is, that a driver who has a visual deficiency, and who is aware of that deficiency, may compensate for it in many ways. And by so doing may make his driving performance as safe as that of the driver with perfect vision. A perfect example of visual compensation in driving is the driver with only one eye. Contrary to common belief the one-eyed driver does not have a lot of accidents, he compensates in many ways for his deficiency; with larger rear view mirrors, slower speed, by keeping his good eye moving, etc.

A little compensation in driving may lengthen your life! Driving takes seeing. How well do you see to drive?

California Association of Drivers License Examiners 

Volume XXI, Number 11 December 1961

PLASTIC COAT MAY BE APPROVED

Dear Mr. Woods:

I have had an opportunity to discuss your letter about raincoats with Mr. Ball.

We have learned of an inexpensive, gray plastic raincoat which we may be able to approve for locations where it would be adequate. Still to be resolved is the manner in which the badge may be attached to a coat of this material.

The availability of a neat appearing opaque plastic coat which was just recently brought to our attention was the determining factor in this decision. It is not felt that a clear plastic material would be presentable in public contacts.

I agree with you that the Driver's License Examiner should not be subjected to needless expenditures. It is, however, essential that the public image of Examiners as neat appearing professional employees be maintained. Only in this manner can the Examiner hope to achieve the recognition that we believe he is entitled to.

Sincerely,

TOM BRIGHT, Director DMV

CADLE DUES TO REMAIN SIX DOLLARS

The referendum to raise the yearly dues to $12.00 failed to reach the necessary two-thirds majority. Dues for the year 1962 will be $6.00.

Next year's dues should now be mailed to CADLE Treasurer Bob Der at the San Jose Field Office, 85 Notre Dame Avenue.

Make the wise choice. Choose CADLE for direct instant representation by elected leaders who know and understand your problems.

IN-SERVICE TRAINING UNDERWAY

In-service Training for Examiners started on November 13th in the Oakland and Compton offices. These courses will be attended by about 150 Examiners. First sessions will consist of eight half day meetings. Courses that will reach about 40 more Examiners were started in the Fresno Office just one week later. Additional Examiners will receive training when the courses are resumed in the Spring of 1962.

In Oakland, course leaders are Marvin Baugh and Vic Owens. In the south Bay area the leader is John Ehrenheim.

(Continued next page)
IN-SERVICE TRAINING (Continued)


TRAINING STRIKES SOUR NOTE

In-service Training is something I would like to do without. I will have to travel well over 100 miles each day. As I understand it, we will be allowed bus fare. There are no buses. Besides putting in an eleven hour day, I can see my expenses going up alarmingly. Why do we receive so little consideration when it comes to spending our money?

Name Omitted

(To attend training when you live a good distance from the training center may entail sacrifice. For these first sessions, travel is being held to a radius of about 50 miles.

We understand breakfast will also be paid for, in addition to bus fare and lunch, if you must leave your home before 7:00 AM. If you do not wish to take the training at this time, you will not be required to do so.

We can rock the boat, but we think it far wiser to cooperate. Much good will come of this training. When training starts next Spring, for the men who must travel great distances, we are sure that an equitable system will be used by the Department. Let us wait and see.)

EXAMINER RANKS NOT REDUCED

There has been no reduction in the number of examiners in California. To clear up a misunderstanding on this subject, Director Tom Bright submitted the following statement:

"Drivers' License Examiner positions have not been reduced in number or otherwise. As Examiner vacancies occur, positions are refilled when workloads justify such filling. To provide more balanced staffing patterns in offices, there are times when a vacant Examiner position may be changed to a clerical classification. Conversely, when a clerical position may become vacant and the staffing pattern and workload for an office indicate the need for more Examiners, changes are made."

WARNING LETTERS TO BE REINSTITUTED

Director Tom Bright has announced that the Department again will send warning letters to drivers who are close to being suspended.

About 100,000 letters will be mailed each year. Individuals warned, as a rule improve their driving, and thus prevent accidents.

EXAMINERS WIN AWARD

Two smart Examiners of the Alameda office but their heads together and came up with an award winning idea. Here is what you didn't think to submit: Discontinue the use of the Transfer Slip (Form DL-7). The prize: $44.00. Richer by $22.00 each are Simond Connelly and now a manager Dave Davis.

CADLE WELCOMES NEW EXAMINERS

Now attending school in Oakland and soon to be assigned to Examining in Field Offices, CADLE welcomes the following new employees:

James H. Burns
Adam F. Caughman
Olyve W. Darby
Joseph A. Doucette
Paul H. Riech
Roy E. Smith
Alfred W. Stein
Kenneth H. Young

Glendale
Delano
Montebello
San Fernando
Inglewood
Winnetka
Glendale

REGIONAL REPORTS (Continued)

7. Peninsula: Tom Poudy has turned the Region over to Tom Byrne in SF.
8. Eastbay: Bert Blondin has night work and has announced that he has asked Marv Baugh to act as director.
9. Valley-coastal: Bob Schnittgrimm says he has a good group and that about 29 attended the last meeting.
10. Tri-county: Jack McLeod has been asked to take over the job of director. He was at Merced Convention with some good ideas.
11. Desert: George Dahout at Twenty Nine Palms has been asked to take over the job of director. He was at Merced Convention with some good ideas.

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12. Los Angeles: Ken Hunter is helping us in getting things re-organised. Ken has resigned so we need a director.
13. San Fernando: Our hard worker George Keis is being transferred in December to Redwood City so we'll need a new man as director there too.
14. Long Beach: Joe Barnett was at the Board Meeting and we couldn't keep him quiet. Seems he's thinking of learning to ride a motorcycle and is looking for a good instructor.
15. San Diego: Ed Burke came all the way from Chula Vista to Merced to attend our board meeting. Anyone who travels that far for CADLE is OK with us.
CONVENTION MINUTES (Continued from Page 2)

HONORARY MEMBERSHIP: Carried, that the Membership Committee consider the awarding of an Honororary Membership to Department Director Tom Bright at the next convention.

ELECTIONS: Mort Spilkomans of Bell declined the nomination as Vice-president. John Allen of Bakersfield was then nominated for Vice-president. Elected as officers for the CADLE year ending with the 1962 Convention were:

- President: Tom Woods, San Leandro
- Vice-president: John Allen, Bakersfield
- Secretary: Mort Meekan, King City
- Treasurer: Bob Der, San Jose
- Sgt-at-arms: Don Kelly, San Mateo
- Past-president: Norman Herman, Merced

ADJOURNED: Sunday, October 8th, 12:30 PM.

NEXT CONVENTION: A short Board of Directors Meeting was held after the close of the convention. The dates of the next convention were set for October 12th, 13th, and 14th of 1962.

DRIVER IMPROVEMENT ANALYST-II TEST ANNOUNCEMENT CRITICIZED

Mr. John P. Fisher, State Personnel Board, Dear Mr. Fisher:

This is in answer to your memorandum asking for comments in regards to the procedures used in Qualifications Appraisal Interviews.

If Entrance Requirements are properly written, there will be no need for disqualifying solely on the basis of failure to meet education and experience requirements. A case in point is the recent Driver Improvement Analyst-II Examination. The announcement listed as acceptable experience, Drivers’ License Examining. However the Qualifications Board disqualified Drivers’ License Examiners who did not have experience with the Driver Improvement Program. Had the Examination Announcement carried the correct information, that experience with the Improvement Program was required, much bad feeling and unnecessary effort would have been eliminated.

We suggest that your board is attacking the problem from the wrong direction. More care given to writing of announcements will solve the problem.

Sincerely,

Tom Woods, CADLE President

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MINUTES OF THE 21st ANNUAL CONVENTION (A Condensation)

Merced, October 7 and 8, 1961
Co-chairmen: Gordon Ingleson and Lillian Hart
PRESIDENT NORMAN HERMAN, PRESIDENT

CALL TO ORDER: Saturday, October 7th, 2:00 PM.

OFFICERS PRESENT: President Norman Herman, Merced
Past-president Don Kelly, San Mateo
Secretary Mort Spilkomans, Bell
Treasurer Fred Grant, Hanford
Sgt-at-arms John Allen, Bakersfield

DIRECTORS PRESENT:
1. Redwood Empire: Oletus Gory
2. Yosemite: Fred Moresones
3. Central Valley: Gary Grebbell
5. Bakersfield: Don Haskin
7. Peninsula: Tom Foudy
8. East-bay: Tom Woods
9. Valley-coastal: Ben Oreekmore
10. Tri-county: Jack McLendon
13. San Fernando: George Kelsch

Officer Absent: Vice-president John Powell, Los Angeles

DIRECTORS ABSENT: 5. Headquarters: William Stobener
12. Los Angeles: Ken Hunter
14. Long Beach: John Driscoll
15. San Diego: Elbridge Harris

CONVENTION RULE: President established that only members who had paid 1961 or 1962 dues would be eligible to make motions or vote.

COMMUNICATIONS: Letters received from Deputy Director Mrs. Beth Bennett, and Vice-president of OSBA Mr. Don Doty expressing regrets at being unable to attend.

REPORTS: Secretary reported paid membership as 252. Treasurer reported that when he became treasurer June 23rd there was $586.17 on deposit and $275.00 on hand in cash and checks. Since June 23rd expenditures have been $461.12. On deposit October 6th $402.05. (Continued on next page)
CONVENTION MINUTES (Continued)

PREVIOUS RESOLUTIONS: Carried, that the policy of OADLE as outlined in the September 1961 issue of OADLE News continue to be the policy of OADLE.

SHOULDER PATCHES: Carried, that OADLE not favor shoulder patches.

RAINCOATS: Carried, that the Board of Directors contact Department Director Tom Bright and protest the high cost of the Raincoat Regulation.

Investigations: DISAPPROVED, that it be the policy to favor an amendment of Section 13800 of the Vehicle Code to require the investigations.

Road Tests: DISAPPROVED, that it be the policy to favor an amendment of Section 12814 of the Vehicle Code to require road or simulator tests of certain applicants.

ADDRESS BY DEPARTMENT DIRECTOR TOM BRIGHT: that it be the policy to tailor the Vehicle Code to require road or simulator tests of certain applicants.

ADJOURNED: Saturday, October 7th, 4:00 PM.

OADLE NEWS: Carried, that OADLE News be displayed in State Library.

CIVIL DEFENSE: Carried, that OADLE give full support to Civil Defense.

CONVENTION BILLS: Carried, that convention bills be paid.

OADLE NEWS MAILING LIST: Carried, that guests of this convention be placed on OADLE News mailing list for one year.
DIRECTOR TOM BRIGHT ASKS TWO STEP RAISE FOR EXAMINING EMPLOYEES

In addition to supporting a general one step raise for all employees of the State of California, Director Tom Bright has requested a second one step raise for Examiners, Analysts, MVRs, and Managers.

Director Bright in asking the State Personnel Board for the raise pointed out that gradual decrease in the relative salary recognition of important governmental functions because comparative positions are not found either in industry or in other governmental jurisdictions should be avoided.

COMPLIMENTS SENT DIVISION CHIEF KEITH BALL

The Board of Directors of this association, at their meeting in Merced on November 18, 1961, were unanimous in a decision to express to you, and the Department of Motor Vehicles, their appreciation for the recently instituted In-service Training for Examiners.

This is a program long advocated by CADLE. We thank you for making this training a reality.

We note with pleasure, in your Memo of November 7, 1961, your approval of wash and wear trousers as a part of the regulation uniform for Examiners.

Allowing for the wearing of these more economical pants has been a program advocated this past year by CADLE and in particular by our Past-president Norman Herman.

We thank you for making this change in the regulations.

The purpose for which this association was formed is:

TO RAISE THE STANDARDS OF THE EXAMINING PROFESSION

Only CADLE, of the many employee groups, makes your welfare its only business. Make the wise choice. Choose CADLE for direct instant representation by elected leaders who know and understand your problems. The dues is only $6.00 for the year 1962. Send your check now to Secretary Bob Der, Department of Motor Vehicles, 65 Notre Dame Avenue, San Jose.

PAY PROGRAM SENT TO MR. E. KEITH BALL, DIVISION CHIEF

December 1961, Page 5

October 25, 1961

Director Tom Bright has asked this association to forward to you our thinking on a pay program for the Examiner. It is our understanding that this information, or parts of it, may be used by the Department in a presentation to be made to the Personnel Board next month.

Our pay program is divided into two parts: I. We believe that the Examiner should be placed in the next higher pay classification. II. We believe that there should be advancement opportunities open to the Examiner in the Division of Field Office Operation. First let us give you our thoughts on the move to the next higher pay range:

1. Because of the exacting nature of the Examiner's work we fail to understand why the Examiner is in the same pay range as these seemingly less demanding positions:

Barber Inspector  
Bee Inspector  
Brand Inspector  
Ferryboat Mate  
Furniture Inspector  
Junior Plant Inspector

2. We also fail to understand why, in our own Department, the Examiner is in a lower pay range than the seemingly less demanding positions of Investigator I and Motor Vehicle Representative II.

3. When we speak of the "exact work" of the Examiner we have in mind the qualifications required of the Examiner and the criticalness and importance of his work:

a. Decision Making - The Examiner makes the decision as to whether or not to pass the applicant. The decision is the complete responsibility of the Examiner. The Examiner is alone and without supervision when making this decision.

b. Education - The Examiner is required to have an education which is equivalent to graduation from college.

c. Knowledge - The Examiner is required to have a thorough knowledge of Driver License Laws, Traffic Laws, Financial Laws, (Continued next page)
December 22, 1961

Mr. Tom Woods
President
CABLE
2000 Washington Avenue
San Leandro, California

Dear Mr. Woods:

I note in the December issue of CADLE News that you, as President of CADLE, have been asked to contact the candidates for Governor of the two major parties requesting information on their plans for the Department.

I understand that your members have a number of thoughts regarding action or inaction on the part of the Governor of California over the years, and I would be very much interested in learning from you what you feel has been neglected or mishandled in the past, and also what positive steps you feel would be advisable for the future.

If you are going to be in the Southern California area in the near future, perhaps we might be able to get together to discuss this. If this is not possible, I would suggest that you meet with one of our Northern California people and would be glad to set this up at your convenience.

Would you be so kind as to give me an indication of your current plans and any thoughts you wish to express at this point.

Thank you very much.

Sincerely,

H. R. Haldeman

ccl. Mr. John C. Landreau