



THE BUCKEYE INSTITUTE

Statement of Facts

Anthony Groves is a former member of OAPSE. Mr. Groves joined OAPSE by signing a dues check-off card and placing the date of his signature thereon—January 23, 2024. He subsequently attempted to opt-out of OAPSE on June 3, 2024. When OAPSE denied his request, he met with both his local president and OASPE’s district representative, Nathan Griffin, to learn how to opt out successfully. Mr. Griffin told Mr. Groves that he could only stop his dues deductions and leave the union by opting out in accordance with his dues check-off authorization. Mr. Groves’s dues check-off authorization states that he may opt-out by giving “the OAPSE State Treasurer written notice of revocation signed by [him] during the ten day period before the end of the initial one-year term or any renewal year thereafter.” For Mr. Groves, who joined OASPE on January 23, 2024, his window is January 13 through January 22.

However, in February 2025 Mr. Griffin informed Mr. Groves that he would send Mr. Groves a copy of the dues check-off authorization with the date written on it. Despite the fact that Mr. Groves signed the dues check-off authorization on January 23, 2024, the card Mr. Groves received had a new date on it. Someone other than Mr. Groves had written “New 1/31/24” along the top. (A copy of the dues check-off card is attached). This led Mr. Groves to believe that the anniversary date is January 31, 2024, making the window January 21 through January 30.

On January 21, 2026, Mr. Groves resigned from OAPSE when he sent a resignation letter to the union treasurer, consistent with OAPSE’s requirements. (Copies of Mr. Groves’s letter and his certified mail receipt are attached). OAPSE received the letter on January 27, 2026. On February 9, 2026, Mr. Groves received a letter from OAPSE stating that while he is no longer a member of the union, he is still required to pay his union dues because his “request to have dues deduction authorization cancelled does not satisfy the requirements set forth on the membership application [he] signed.” (A copy of OAPSE’s response is attached).

After receiving OAPSE’s denial letter, Mr. Groves contacted his OAPSE Field Representative, Tony Giuliano, seeking clarification as to why his opt-out was denied. Mr. Giuliano told Mr. Groves that his request was untimely—January 23 was the proper anniversary date, and the window was from January 13 to January 23. Whether the operative date is January 23 or January 31, Mr. Groves abided by OAPSE’s opt-out window, opting out on January 21, squarely within the ten-day window for both dates. Still, OAPSE instructed Mr. Groves’s employer, Triad Local Schools, to continue deducting dues from his pay.

OAPSE’s attempt to unilaterally change the terms of its contract with Mr. Groves and failure to honor the opt-out window is an unfair labor practice under R.C. 4117.11(B)(1) because it restrained Mr. Groves from exercising his right under R.C. 4117.03(A)(1) to “refrain from . . . assisting [financially] . . . any employee organization. . . .”

OAPSE's conduct is also an unfair labor practice under R.C. 4117.11(B)(2) because it caused or attempted to cause Mr. Groves's employer to continue deducting membership dues from Mr. Groves's paycheck after he timely demanded the cessation of those deductions, which thereby violated Mr. Groves's rights under R.C. 4117.03(A)(1).

As of April 16, 2026, OAPSE continues to deduct dues from Mr. Groves.

OAPSE/AFSCME LOCAL 4 MEMBERSHIP APPLICATION
 DUES CHECK-OFF AUTHORIZATION



(Please PRINT CLEARLY and FILL IN ALL)

NEW 1/31/24

Employer: Triad Local Schools Local No. 673

Last Name: S. Jones HIRE# 10/19/2013

First Name: [Redacted] M. I. J BOG M or O F

Address: 47726 N.S. 168

City: West Liberty State: OH ZIP: 43357

Home Phone: _____ * Cell Phone: [Redacted]

County of Residence: Lorain Yes I would like to receive important alerts from my Union!

Personal Email: [Redacted]

Job Classification: Wagon Driver

I hereby apply (or re-apply) for membership in the Ohio Association of Public School Employees (OAPSE/AFSCME) Local 4 (AFL-CIO) (hereafter "OAPSE" or the "Union") and agree to abide by its Constitution and Bylaws. I authorize the Union and its successor or assigns as my bargaining agent on matters of wages, hours, working conditions or other matters that may affect my employment. I further authorize and direct my Employer to deduct OAPSE State dues and Local dues (initial or as increased) from my salary or wages and remit the same to the OAPSE State Treasurer. This voluntary authorization of dues deduction and assignments shall be irrevocable, regardless of whether I am or remain a member of the Union for a period of one year from the date that I signed and shall automatically renew from year to year thereafter, unless I give to the OAPSE State Treasurer written notice of revocation signed by me during the ten-day period before the end of the initial one-year term or any renewal year thereafter. I further agree that dues deduction may not be made at any time or time or in any other manner except as provided herein. Dues, contributions or gifts to OAPSE are not tax deductible as charitable contributions for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses. This membership application/dues check-off authorization supersedes any prior membership application/dues check-off authorization I have signed. I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is a voluntary agreement.

Signature: [Redacted] Date: 2/1/24

*By providing your cell phone number, you consent to receive calls (including recorded or automated calls, text messages) at that number from AFSCME and its affiliated labor, political and charitable organizations on any subject matter. Your carrier's rates may apply. You may modify your preferences by calling the LADN at 814/850-4770.

AFSCME PEOPLE PAYROLL DEDUCTION FORM

Circle Jacket Size: XS S M L XL 2X 3X 4X 5X



Jacket received at sign-up No. OAPSE Office to send my jacket to (Name and address below)

YES, I want to contribute the following amount to AFSCME PEOPLE through PAYROLL DEDUCTION. The amount authorized is to be deducted annually in equal installments.

Check one level of participation: \$100 (MVP) \$250 (MVP-Bravo)
 \$500 (MVP-Silver) \$1,000 (MVP-Gold) Other: _____

I hereby authorize my Employer and associated agencies to deduct from each pay period the appropriate amount which will reflect my total annual contribution certified on this form as a voluntary contribution to be paid to the Treasurer of AFSCME PEOPLE, OR OAPSE/AFSCME LOCAL 4 (AFL-CIO), 2805 Oak Creek Drive, Columbus, Ohio 43229-1461, to be used for the purpose of making political contributions and expenditures. My participation is completely voluntary and I am notified by giving written notice to my Employer and my Union. My contribution is given voluntarily and I am not required as a condition of membership in my organization, or as a condition of continued employment, and I have no employer. I understand that any contribution greater than only a suggestion and I am free to bargain from below. My total amount will not be limited or capped but due to the budget of my contribution shall be reduced to the maximum amount allowed by law. The PEOPLE Committee will accept contributions only from members of AFSCME and its affiliates. Contributions or gifts to AFSCME PEOPLE are not deductible for federal tax purposes.

Signature: [Redacted] Date: _____

Recorder: [Redacted] Local No. 673

To whom it may concern,

My name is Anthony L. Groves and I work at Triad Local Schools as a van driver.

I have remove myself from the union quite some time ago but was not made aware of the specific, small print time window allowing me stop union withholding.

According to information I was provided by your office, my window is January 21st through January 31st. This letter will be sent for you to receive during this time frame.

I am formally advising you to STOP withholding dues from my payroll immediately.

Any additional information you may need will be provided by phone - [REDACTED]
or email - [REDACTED]

I would like to ~~write~~ receive an email confirmation that this situation I've been through ~~is~~ for the past year and a half is finally finished.

Sincerely - Anthony L. Groves
Dated 1/21/26



URBANA
 200 S MAIN ST
 URBANA, OH 43078-2188
 www.usps.com

01/21/2026

08:40 AM

TRACKING NUMBERS
 9589 0710 5270 3255 3272 25

TRACK STATUS OF ITEMS WITH THIS CODE
 (UP TO 25 ITEMS)



TRACK STATUS BY TEXT MESSAGE
 Send tracking number to 28777 (2USPS)
 Standard message and data rates may apply

TRACK STATUS ONLINE
 Visit <https://www.usps.com/tracking>
 Text and e-mail alerts available

PURCHASE DETAILS

Product	Qty	Unit Price	Price
First-Class Mail® Letter	1		\$0.78
Columbus, OH 43229			
Weight: 0 lb 0.30 oz			
Estimated Delivery Date			
Sat 01/24/2026			
Certified Mail®			\$5.30
Tracking #:			
9589 0710 5270 3256 3272 25			
Affixed Postage			-\$0.78
Affixed Amount: \$0.78			
Total			\$5.30

Grand Total: \$5.30

Debit Card Remit \$5.30

Card Name: [REDACTED]
 Account #: [REDACTED]
 Approval #: [REDACTED]
 Transaction #: [REDACTED]
 Receipt #: [REDACTED]
 Debit Card Purchase: \$5.30
 AID: [REDACTED] Chip
 AL: US DEBIT
 PIN: Verified

TO REPORT AN ISSUE
 Visit <https://email.us.usps.com>

All hazardous labels/markings on reused boxes MUST be completely removed/obliterated if they no longer match the contents.

PREVIEW YOUR MAIL AND PACKAGES
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All sales final on stamps and postage.
 Refunds for guaranteed services only.
 Thank you for your business.



Ohio Association of Public School Employees

American Federation of State, County and Municipal Employees, AFL-CIO

OAPSE/AFSCME Local 4/AFL-CIO, 6805 Oak Creek Drive, Columbus, Ohio 43229-1591
(614)890-4770 • (800)796-2773 • (614)890-3540 FAX
www.oapse.org

February 9, 2026

Joseph P. Rugola
Executive Director

Anthony Groves
5126 County Road 168
West Liberty OH 43357

Lois Carson
State President

Dear Anthony,

Michael Lang
State Vice President

We are in receipt of a recent notice from you indicating that you wish to withdraw from membership in our Union and to stop your dues deduction authorization.

Sheila Dawkins-Flem
State Secretary

While we acknowledge your withdrawal from membership, we hope that you will consider the fact that OAPSE members in Ohio make thousands of dollars more each year than those doing exactly the same jobs without our union's representation. We only stay strong when those who benefit from OAPSE do their part to support that work. Additionally, OAPSE members and their families enjoy many other benefits from membership, including low-cost education courses, access to home mortgages, credit cards and discounts to major Ohio theme parks. Also, you must be a union member to vote on a contract with your employer, attend meetings and vote in local union elections or run for office. For better wages, benefits, job security, and a decent retirement income, remain part of our union and carry your share of the load. You should also be aware that your request to have dues deduction authorization cancelled does not satisfy the requirements set forth on the membership application you signed.

If you have any questions, please contact us at [REDACTED] or [REDACTED]

Thank you.

Very truly yours,

[REDACTED]
Kelly McKinniss

Administrative Assistant - Accounting

cc: Loretta Pullins, Local 693 President

Loretta Pullins, Local 693 Treasurer

Steve Myers, OAPSE Regional Director

Tony Giuliano, OAPSE Field Representative

Cleveland/Canton Field Office, 9555 Vista Way, Suite 230, Garfield Heights, Ohio 44125 • (330)659-7335 / (855)607-6554

Dayton Field Office, 1299 Lyons Road, Dayton, OH 45458 • (614)890-4770 / (800)796-2773

Toledo Field Office, 2340 Detroit Ave, Garden Floor, Maumee, Ohio 43537 • (419)887-5758 / (800)265-1810