

# AFSCME Local 1902

MWD AB 2561 Hearing  
March 10, 2026

## Presenters:

- Alan Shanahan, Exec. President
- Amparo Munoz, Exec. Secretary





“

From the first settlers who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this nation. Too often the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength and love of the women who built America was as vital as that of the men whose names we know so well.

*President Jimmy Carter's Message designating  
March 2-8, 1980 as National Women's History Week*



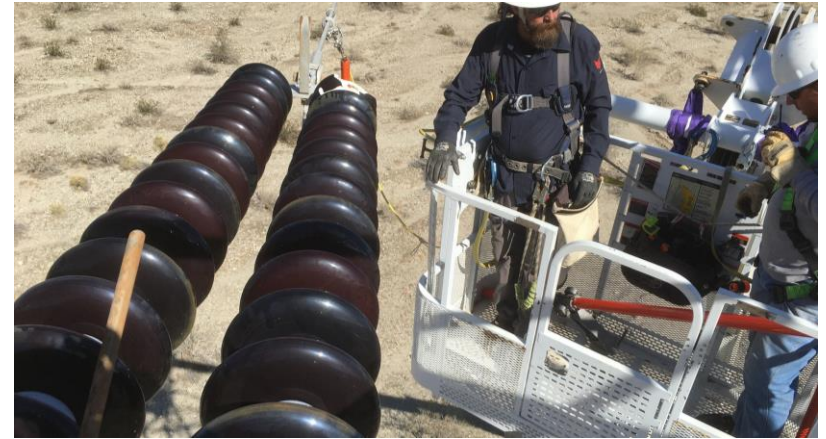
<https://www.womenshistory.org/>



<https://irish-american.org/>







Item # 4b Slide



# What is a Vacancy?

A Position on Paper — Not in  
Practice

*Vacancy isn't savings. It's silence  
where service should be.*

- **The intent of AB2561** is to determine current and future operational needs including persistent job vacancies and to partner with Unions in a transparent manner.
- Providing data which shows how many positions are in a bargaining unit, how many are filled, and how many are being recruited does not provide the full picture.
- **AFSCME** believes **extensive data and analysis is necessary** to inform the **Board** and **Public** about actual personnel needs to maintain and be prepared for emergency needs during the **budget process** and meet **intent of AB2561**.



## Category

## Impact of Outsourcing

<b>Litigation Liability</b>	<b>Higher</b> — reduced oversight, unclear accountability
<b>Institutional Knowledge</b>	<b>Greatly Reduced</b> — contractors walk out with critical know-how
<b>Loyalty &amp; Morale</b>	<b>Lower</b> — internal staff sidelined and feel disrespected
<b>Emergency Response</b>	<b>Significantly Reduced</b> — contractors lack mission training and continuity
<b>Abuse / “Pay for Play”</b>	<b>Increased</b> — repeated, high-value contracts with limited transparency
<b>Flexibility</b>	<b>High</b> — but only for the contractor, not the District
<b>Attrition Risk</b>	<b>High</b> — experienced staff are leaving or being pushed out
<b>Strategic Planning</b>	<b>Firefighting</b> — no capacity left for long-term workforce strategy

# The Real Cost of Contracting: What MWD is Risking

**Short-Term Fixes. Long-Term Fallout.**

*Outsourcing doesn't solve problems — it just buries them until they explode.*



# Problem: Two Decades of Delay

*While AFSCME pushes to build the workforce, MWD keeps outsourcing — and shifting the blame.*

**Since 2004, AFSCME Local 1902 has raised concerns about the District's continued outsourcing of work that should rightfully be performed by our members.**

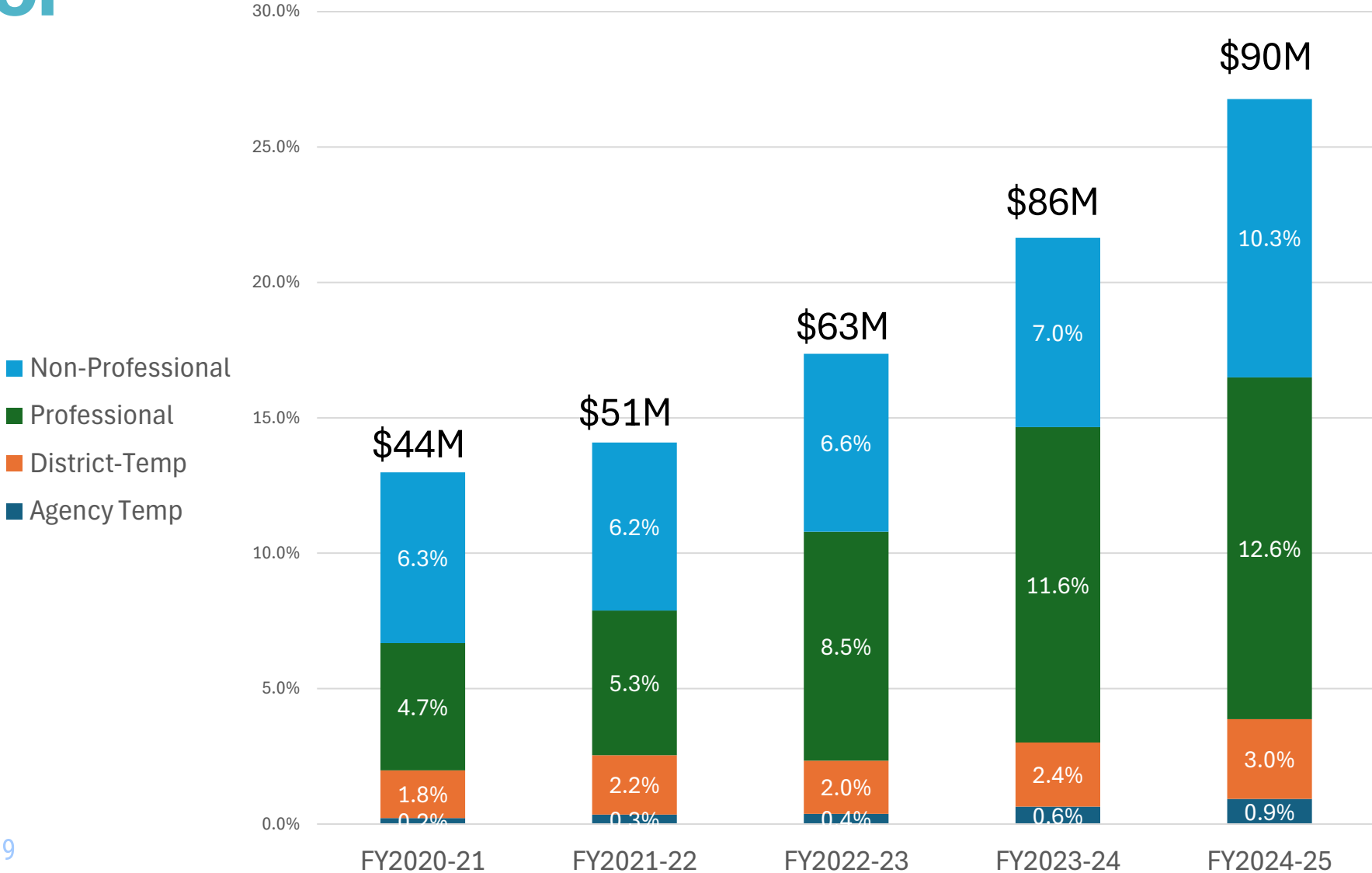
Justifications have been used to sideline union labor for over two decades — not as a matter of necessity, but as a matter of choice.



# Investing in Our Workforce?



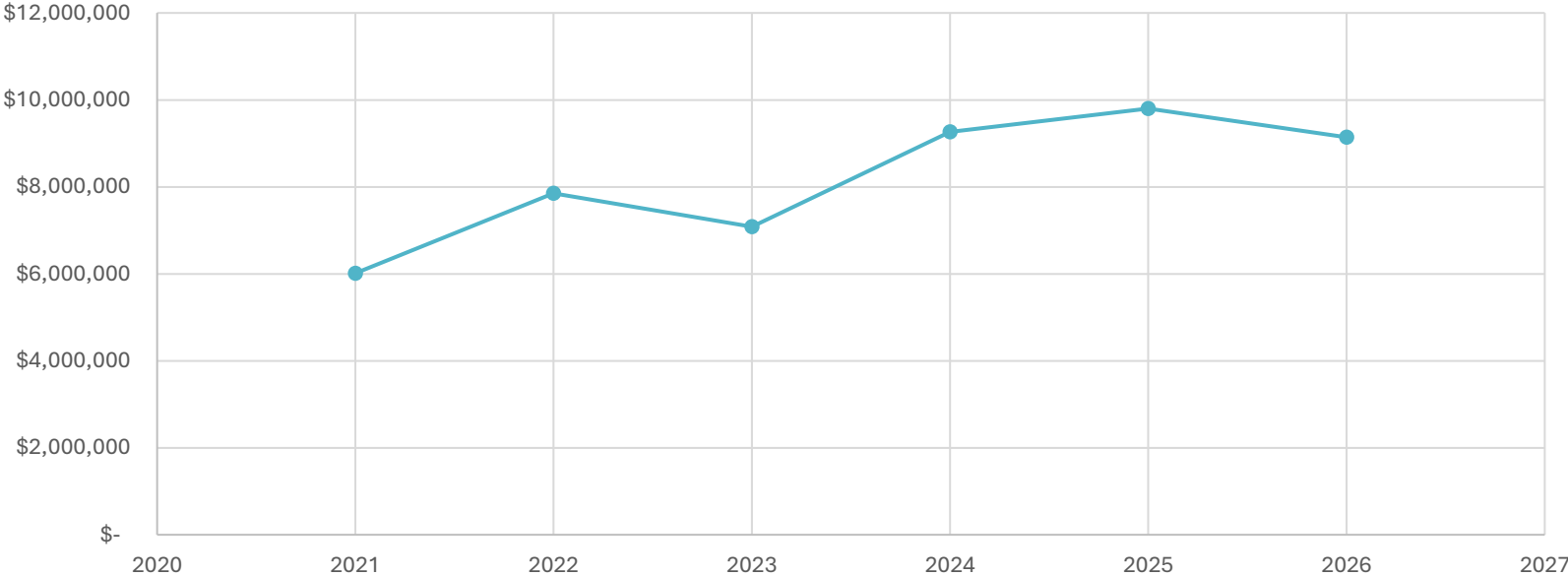
# MWD Contracting as a Percent of In-House Labor



# Budget Snapshot as of February 2026

Budget Account	Feb. Actual	FY 2025-26 Budget	Variance	% Used
42000 Labor	299,816,660	464,785,674	164,969,014	65%
42010 Labor, Agency Temporary	1,918,015	582,591	(1,335,424)	329%
42200 Labor, District Temporary	9,143,370	8,815,013	(328,357)	104%

Historical Labor: District Temporary Labor



# Professional Services Reports

## Oaths Don't Come with Invoices

*You're seeing the contract numbers — not the people missing from them.*

- Total expenditures
  - 2020-21: 16 M
  - 2021-22: 19 M
  - 2022-23: 31 M
  - 2023-24: 47M
  - 2024-25: 43M
  - 2025-26: 22M, with 52M budget



# AFSCME Staffing Trends Analysis: 2000–2025

Year	Total AFSCME Positions
2000	1,445
2005	1,374
2010	1,370
2015	1,251
2020	1,266
2025	1,252

Net Change (2000–2025): -193 positions

Percent Change: -13.36%



# The Quiet Risk Inside California's Water System



**Thank you**



**Questions?**