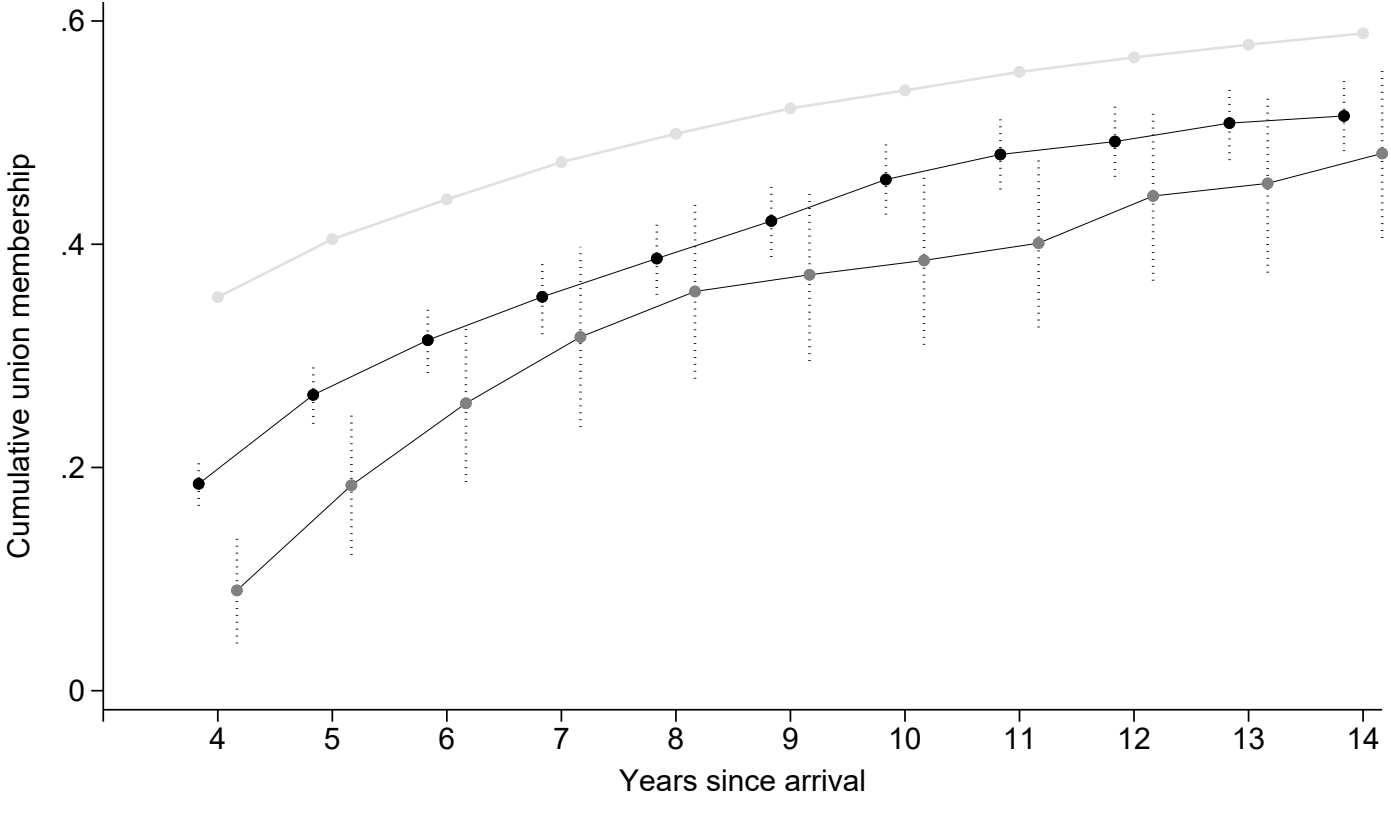
Cumulative union membership
0
.2
.4
.6
4
5
6
7
8
9
10
11
12
13
14
Years since arrival