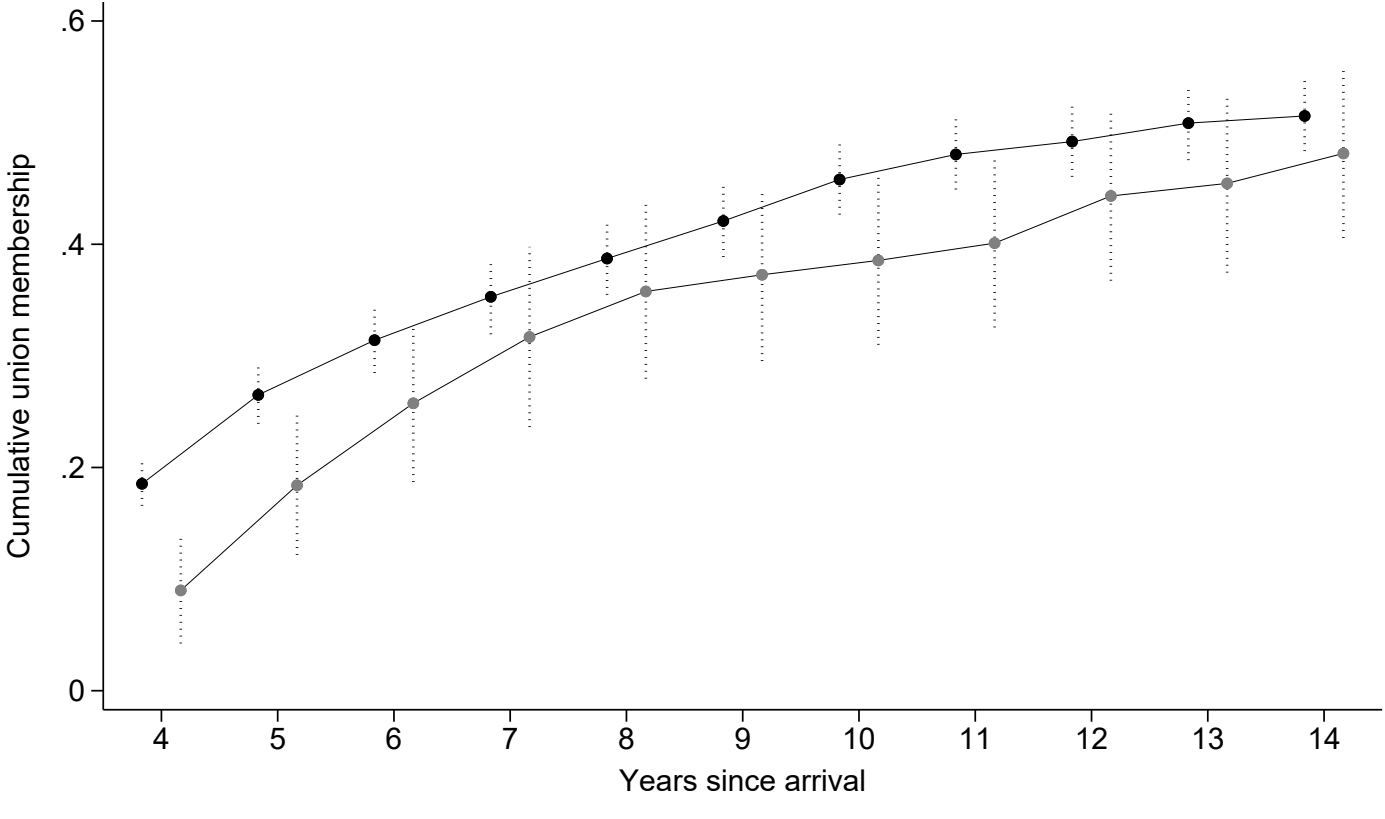
.6
.4
.2
0
Cumulative union membership
4
5
6
7
8
9
10
11
12
13
14
Years since arrival