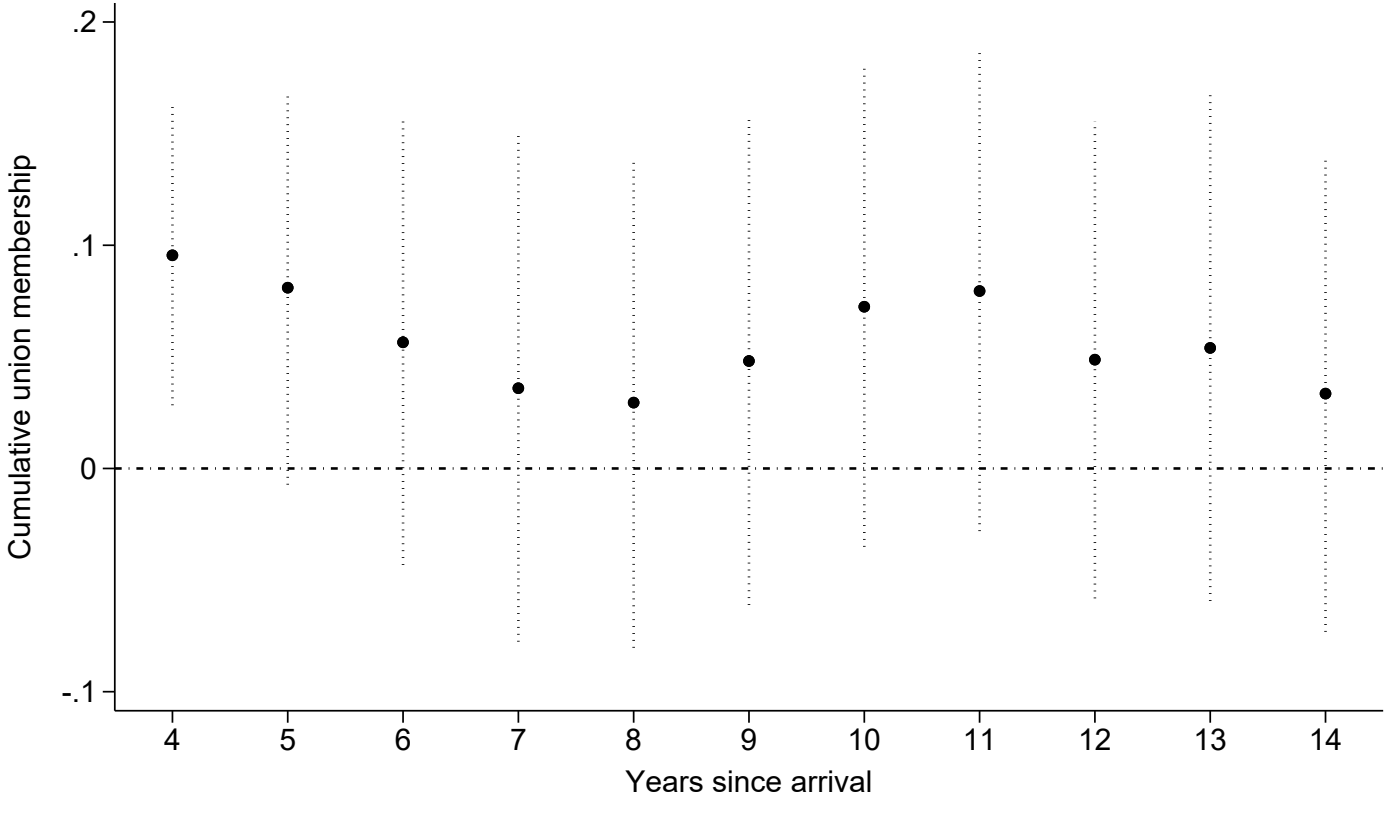
.2
.1
0
-.1
Cumulative union membership
4
5
6
7
8
9
10
11
12
13
14
Years since arrival