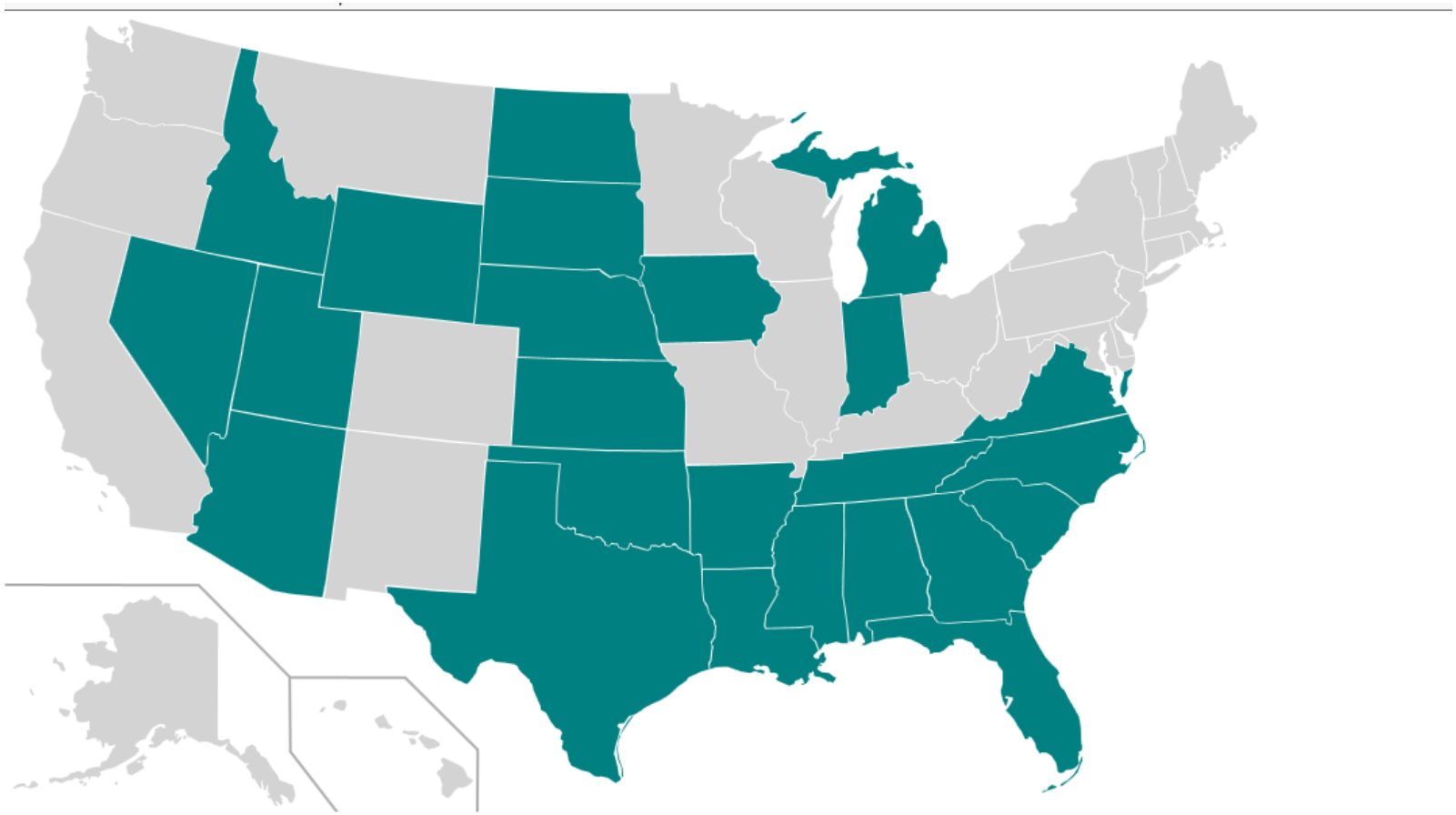Right to Work States