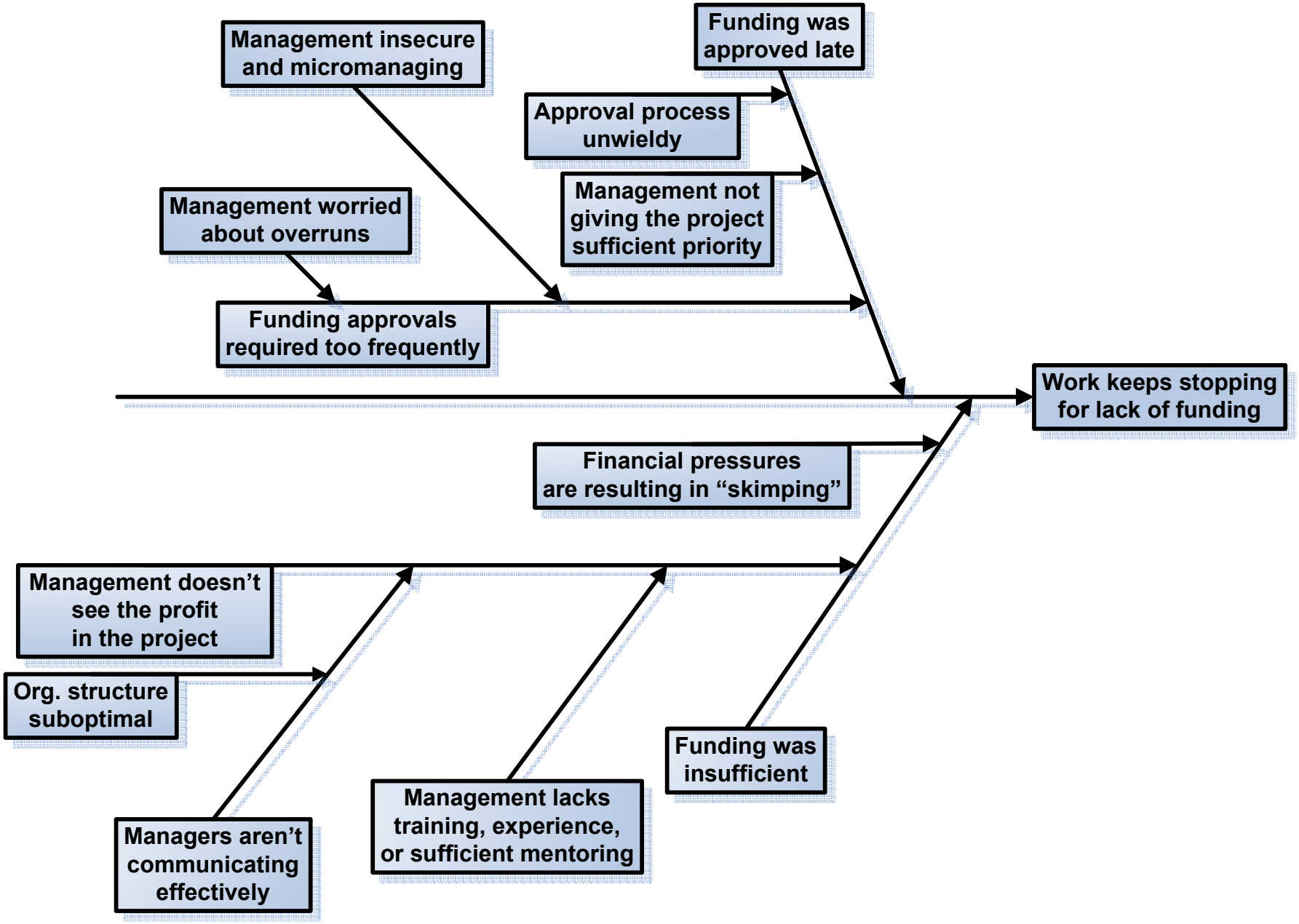What is the root cause of work stoppages?