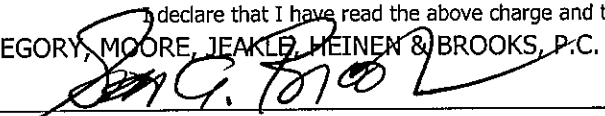


UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Ramparts, Inc. d/b/a Luxor Hotel and Casino	b. Number of workers employed >150	
c. Address (street, city, state, ZIP code) 3900 Las Vegas Boulevard South Las Vegas, NV 89109	d. Employer Representative J. Terrence Lanni, President	e. Telephone No. & Fax No. (702) 693-7120 (702) 693-8688
f. Type of Establishment (factory, mine, wholesaler, etc.) Casino and Hotel	g. Identify principal product or service Security	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Within the last six months, and continuing to date, the Employer has violated the Act by:</p> <ol style="list-style-type: none"> 1) Threatening to withhold previously scheduled pay increases and/or other benefits if the unit employees elect the SPFPA to represent them; 2) Attempting to isolate a union supporter to prevent him from being able to effectively campaign for the SPFPA; 3) Rewarding employees with additional benefits to convince them to vote against the SPFPA; 4) Offering a better position to a union supporter to encourage him to vote against the SPFPA and/or reward him for changing his preference to against the SPFPA; and 5) Soliciting and granting grievances from bargaining unit employees to convince them to vote against the SPFPA and to reward them for doing so. <p>By these and other actions, the Employer has violated Sections 8(a)(1) of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) INTERNATIONAL UNION, SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)		
4a. Address (street and number, city, state and ZIP code) 25510 Kelly Road, Roseville, MI 48066	4b. Telephone No. & Fax No. (586) 772-7250	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.) Same as item 3		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
GREGORY, MOORE, JEAKLE, HEINEN & BROOKS, P.C.		
By 	Signature of representative or person making charge Scott A. Brooks	Title Attorneys for Union
Address 65 Cadillac Square, Suite 3727 Detroit, MI 48226	Telephone (313) 964-5600/(313)964- 2125 fax	Date April 18, 2008

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
 (U.S. CODE, TITLE 18, SECTION 1001)**