

City & State Pennsylvania Names Debra Friedman and Thomas Giotto to Their 2023 Pennsylvania Labor Power 100 List

Tuesday, October 3, 2023

Debra Steiner Friedman and Thomas Giotto of Cozen O'Connor's Labor & Employment Department were named to the 2023 Pennsylvania Labor Power 100. *City & State PA's* 2023 Labor Power 100 recognizes the attorneys, union chiefs, politicians, worker's rights advocates, activists, and others who make up the ever-evolving labor movement in the state.

Debra focuses her counseling and litigation practice on compliance with federal and state employment laws and regulations, corporate reorganizations, affirmative action issues, executive mobility, and employment aspects of corporate transactions. As board chair of the Philadelphia Youth Network, Debra works closely with the organization's leadership and serves on its Executive and Human Capital Committees to facilitate youth employment and workforce development.

Thomas is chair of the firm's Labor & Employment Department and concentrates his practice on representing management in many aspects of labor, employment, and employment-related litigation. Tom's traditional labor practice includes representing employers during union organizing campaigns, collective bargaining, and grievance arbitrations. He has represented employers in litigation involving race, sex, sexual harassment, age and disability discrimination, and against claims alleging violations of the Fair Labor Standards Act, Family and Medical Leave Act, COBRA, and wrongful discharge and related common law claims. Tom is a fellow in the College of Labor and Employment Lawyers and serves on the Urban Academy of Greater Pittsburgh board, Pittsburgh's oldest charter school institution.

About *City & State Pennsylvania*

City & State PA is the premier multi-media news firm that dedicates its coverage to Pennsylvania's state and local government, political, and advocacy news. Their in-depth, non-partisan coverage serves Pennsylvania's leaders as their trusted guide to the issues impacting Pennsylvania.

About Cozen O'Connor

Established in 1970, Cozen O'Connor has more than 925 attorneys who help clients manage risk and make better business decisions. The firm counsels clients on their most sophisticated legal matters in all areas of the law, including litigation, corporate, and regulatory law. Representing a broad array of leading global corporations and middle market companies, Cozen O'Connor services its clients' needs through 33 offices across two continents.

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