

Ogletree Deakins

Ogletree Deakins' ODBAR (our affinity group for Black attorneys and allies) is pleased to announce its third annual scholarship. The David E. Jones Scholarship will be awarded to a deserving law student in good academic standing at an institution with a duly registered National Black Law Students Association (NBLSA) chapter or who has an individual NBLSA membership.

The winner of the \$10,000 scholarship will also receive an invitation to the ODBAR summer event in Philadelphia on July 12, 2025.

Applicants must submit an essay of no more than five pages, double-spaced, on the following topic:

*The Golden Age of Remote Work –
Should Employers Continue or Not*

In the wake of the COVID-19 pandemic, the workplace landscape has undergone a significant transformation, with remote work becoming a prevalent and, in many cases, a permanent fixture. Those in favor of remote work think forcing employees to return to work is a mistake that disrupts the trust between management and employees. Those in favor of the return of employees to the workplace, think it's necessary for an organization's growth and morale. This shift has introduced a myriad of legal challenges for employers, ranging from compliance with labor laws to ensuring data security and managing employee well-being.

In five pages or fewer, please write a comprehensive essay that evaluates the legal issues employers face in a post-COVID workplace with remote employees. Consider aspects such as wage and hour laws, accommodations, occupational health and safety, data privacy, and cybersecurity. In addition, propose practical solutions and strategies that employers can implement to mitigate these legal risks and their associated risk of liability. Your essay should also reflect on the long-term implications of remote work on employment law and workplace policies and predict how legal frameworks might evolve to accommodate the changing nature of work.

**Applications will be accepted until
April 4, 2025**

**Please submit your application to
Diane Waninger at Diane.Waninger@ogletree.com.**



Under the NBLSA constitution, student membership is open to any natural person matriculating at an accredited law school within the United States of America and its territories.