



Weekly Bulletin – August 22, 2024



WHAT'S NEW THIS WEEK?

HR Florida Conference & Expo, *Renew the Heart of HR* – August 25 - 28

The [HR Florida State Council](#) conference takes place at Rosen Shingle Creek next week. Attending the conference will be **Stephanie Koch, Director of Human Resources for Hendry Marine Industries and Florida Alliance Board Vice Chair.**



Karen van Caulil, Florida Alliance President and CEO, will be attending the event on Monday to network with HR executives and educate them on the benefits of membership.

If other Employer Members are attending, please email Karen at karen@flhealthvalue.org so she can be sure to say hello!

Employer Member Benefit: National Alliance Annual Forum Registration – November 18-20

Employer and industry leaders will meet on November 18-20 in Washington, DC to discuss leading strategies and practical insights to drive scalable innovation and improvements in health and value.

Rosa Novo, Florida Alliance Board Chair and Administrative Benefits Director for Miami-Dade County Public Schools, has announced that Dr. José L. Dotras, Superintendent of the Miami-Dade County Public School District, the third largest school district in the nation, will participate on a CEO panel moderated by National Alliance of Healthcare Purchaser Coalitions President and CEO Shawn Gremminger. We thank Rosa for the hard work necessary to make this happen.



Also attending the Forum will be **Karen van Caulil, Florida Alliance President and CEO** who is scheduled to moderate a session on price transparency. **Stephanie Koch, Director of Human Resources at Hendry Marine and Florida Alliance Board Vice Chair,** has been asked to speak at the event and is waiting to see which topic they want her to share her expertise on!

As mentioned in the last Weekly Bulletin, as members of the National Alliance **we have received complimentary registrations for 10 of our employer members**. Please see instructions below on how you can register with your complimentary code. Please let Lisa Hain know at lisa@flhealthvalue.org if you are registering so that we can keep track of our allotment of free registrations. To learn more about the forum, click [HERE](#).

1. Click on the following registration link:
<https://nationalalliancehealth.swoogo.com/2024annualforum/begin>
2. Under the discount code, enter: **PURCHASERPASS24** (click apply)
3. Under registration type, choose: **EMPLOYER MEMBER OF A COALITION**
4. Enter all personal information
5. Confirm registration

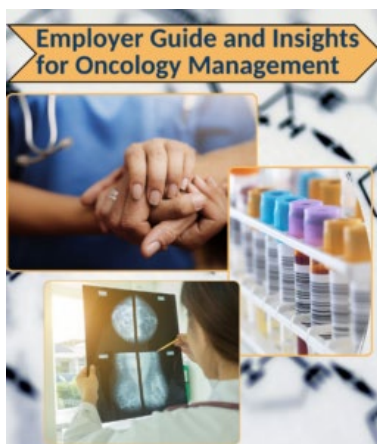
To take advantage of [hotel discounts](#) please register before October 18.

If there are any questions regarding the content of the event, please contact Karen van Caulil at karen@flhealthvalue.org and for questions about registration, please email Brielle Jackson at brjackson@nationalalliancehealth.org



EMPLOYER MEMBER EDUCATIONAL PROGRAMS, REPORTS, RESOURCES, AND EMPLOYER LEARNING COLLABORATIVES (ELC)

Another Resource Added to our *Employer Guide and Insights for Oncology Management*



Affiliate Member Merck has provided us with a new resource for our *Employer Guide and Insights for Oncology Management*, [Conversation Tips about Cancer](#). It can be hard to know what to say and what support you can provide to a co-worker, friend, or family member who has been diagnosed with cancer. This resource identifies helpful and unhelpful ways to communicate with someone diagnosed with cancer.

Click [HERE](#) to view our Employer Guide for more information and resources.

Please contact Karen van Caulil at karen@flhealthvalue.org with any questions about this new resource or the Employer Guide and please let her know if you have found the Employer Guide to be helpful.



FL Alliance Team and Employer Member News

The Employer's Viewpoint, an Interview with Stephanie Koch

Stephanie Koch, Director of Human Resources at Hendry Marine Industries and Florida Alliance Board Vice Chair, shares her 25-year journey in HR in this interview and how she transitioned into becoming an expert in healthcare benefits. Starting as an executive assistant, she discovered her passion for HR and the impact she could make in company culture. Stephanie delves into the shift to self-funded healthcare plans and the introduction of reference-based pricing, which initially was met with skepticism but proved to be a game-changer in reducing costs and providing better benefits for employees.



*Pictured: Stephanie Koch, Director of HR at Hendry Marine Industries,
and Sasha Gribov, Host of Healthy Savings*

Stephanie highlights the importance of continuous education and communication with employees to ensure understanding and engagement with new healthcare plans. Stephanie emphasizes the need for companies to be strategic in managing their healthcare costs and views it as an opportunity to contribute to the bottom line rather than just a routine expense. She shares the success story of implementing a walk-in clinic at Hendry Marine, which led to early detection of health issues and improved employee wellness. Stephanie stresses the significance of utilizing data to identify gaps in preventative care and making informed decisions. She discusses the collaborative effort between brokers, advisors, and the Imagine360 team (one of our Affiliate Members) in analyzing data and devising strategies for improving healthcare outcomes.

Stephanie encourages employers to be open-minded and proactive in exploring innovative healthcare solutions to not only control costs but also to enhance employee well-being and company profitability.

Great interview Stephanie! **Listen to the interview with Stephanie Koch by clicking [HERE](#).**

Stephanie can be reached at skoch@hendrymarine.com if you have any questions.

Florida Alliance Vice President Ashley Tait-Dinger Reappointed to Partnership for Quality Measurement's Endorsement and Maintenance Committee

Congratulations to Ashley Tait-Dinger for her reappointment to the Partnership for Quality Measurement's (PQM) Endorsement and Maintenance committee. Staffed by experts in healthcare quality improvement and directed by interested parties across the field of health care, PQM has a vision that the quality measure endorsement process should be reliable, transparent, attainable, equitable, and most of all, meaningful. Their processes are straightforward, streamlined, flexible, and designed to distinguish measures whose benefits to patients, clinicians, and payors outweigh potential burdens and risks to implement and report them. Ashley will work on the Management of Acute Events and Chronic Conditions project. If you have any questions, please email Ashley Tait-Dinger at ashley@flhealthvalue.org



As part of the Florida Alliance's efforts to drive meaningful change in healthcare quality and value, we actively represent our members at a local, state, and national level with several leading groups and organizations. To view all we are involved with, click [HERE](#).



IN CASE YOU MISSED IT

Revamp Mental Health Parity Rule Or Delay Enforcement (article in *Inside Health Policy*)

We have been waiting for the final Mental Health Parity rules to be released for several months so that we can provide support to our Employer Members in complying with the law. The Department of Labor has been meeting with key stakeholders for months and reviewing the thousands of public comments provided last year. We have also stayed in touch with the ERISA Industry Committee (ERIC) leadership so that we may weigh in where needed.

A coalition of key private insurers and employers that provide mental health coverage are pressing the White House to revamp its draft update of the 2008 Mental Health Parity rule, and if not, to at least give insurers an extra two years to comply with the rule's tightened requirements that mental health coverage they offer is on par with other health coverage. The insurers and stakeholders, many of whom have met with White House budget officials, argue the tightened requirements could backfire by spurring certain insurers to simply drop mental health coverage, coming as dozens of stakeholders that back the pending rule urge the White House to stand firm.



To read the full article, click [HERE](#). Please contact Karen van Caulil at karen@flhealthvalue.org with any questions.



HEALTH OBSERVANCES

We are providing November's content to you this week, so that you may consider sharing the information in your future employee communications.

November Health and Cultural Observances

American Diabetes Month Theme: "We Fight to End Diabetes"

November is [American Diabetes Month](#), an important time to provide education about this disease the World Health Organization calls a global epidemic. Diabetes has become the fastest-growing chronic disease in the world, and it is the most expensive chronic disease in the US.



More than [37 million Americans](#) have diabetes and one in five people don't even know they have it. Today, diabetes causes more deaths than breast cancer and AIDS combined.

How to get involved:

- See [what's new](#) at the American Diabetes Association, read diabetes-related updates, and discover healthy living resources.
- Download the [Diabetes Toolkit](#) at diabetes.org to find social graphics and more you can use to educate and show your support.
- Find the CDC's national Diabetes Prevention Program resources [HERE](#).

Improving Health Equity for Native American Communities

Health equity is the state in which everyone has a fair and just opportunity to attain their highest level of health.

November is [National Native American Heritage Month](#), an opportunity to reinvigorate efforts to lessen [American Indian and Alaska Native health disparities](#).



Many factors contribute to these disparities for this population, including language and communication barriers, lack of diversity in the healthcare workforce, high rates of poverty, lack of insurance coverage, discrimination against American Indian and Alaska Native people, and living in so-called "health deserts."

Gather ideas on [how to celebrate Native American Heritage Month at work](#).

Family Caregivers Need Support and Acknowledgement

November 1 marks the first day of [National Family Caregivers Month](#). This is a time to celebrate the contributions of caregivers, provide tools to support them, and advocate for those who need it.



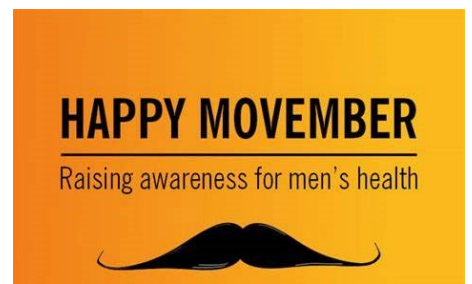
Caregiving can have effects on the life of the caregiver in many ways. It can make maintaining physical and mental health more difficult and may put a strain on work and social life.

It is important for caregivers to take care of their own mental health. Support caregivers with information on [Mental Health Resources for Caregivers](#). For a toolbox and other Caregiver Action Network resources, click [HERE](#).

“Movember:” Let’s Talk about Men’s Health

Welcome to Movember! This annual movement encourages men to grow moustaches during November to raise awareness and spark conversation about men’s health issues, such as prostate cancer, testicular cancer, and mental health.

The [Movember Foundation](#) contributes to improving the lives of men around the world by bringing about change and giving men the opportunity and confidence to learn, talk about, and take charge of their health. For more ways to make a difference, check out the National Alliance *Action Brief*: [Raising the Bar for High-Quality Mental Health](#)



Click on the image to learn about how to raise funds and get involved in Move from Mental Health.

Other noteworthy November health observances:

- [Stomach Cancer Awareness Month](#)
- [Great American Smokeout](#) (November 21, 2024)



Health and cultural observances for December will be posted in the Weekly Bulletin next week. **If you would like the information for December earlier than next week in order to meet any lead times you may have for sending information out to your plan members**, please contact Lisa Hain at lisa@flhealthvalue.org.