



Weekly Bulletin – November 01, 2024

This Weekly Bulletin is a benefit of your organization’s Employer Membership in the Florida Alliance and is meant to ONLY be shared within Employer Member organizations unless approval has been given by the Florida Alliance CEO.



ACTION ITEMS

Maternity and Childcare Family Benefits Survey



The Florida Alliance is planning to hold a **Women’s Health Employer Learning Collaborative (ELC)** in 2025. We would greatly appreciate your participation in this survey developed by the Economic Alliance of Michigan (EAM), our sister coalition. EAM will share the findings with us. Please take a few minutes to respond so we can make sure to identify key areas of focus for the ELC that reflect your needs.

The survey is brief and when you click the link to respond, you will see all the questions that are being asked. Thank you in advance for your participation in this survey.

Click [HERE](#) to access the survey.

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions.

29th Annual “Best of the Best” – Register today to make sure you have a seat!

All Florida Alliance Employer Members receive complimentary registration for this always excellent educational and networking event. The free registration code is on page 2 of this Bulletin.



The session titles are:

- **Leveraging the Impact of Innovative Technology in Disease Management**
- **Employer Insights for Oncology Management**
- **Vaccine Misinformation and Vaccine Hesitancy**
- **Increasing Benefits While Reducing Cost – A Counterintuitive Approach**
- **How Your Company Can Regain Control of Your Healthcare Program**

Click [HERE](#) to see the full agenda and who is speaking in the sessions.

Details of the event:

- **Date:** Tuesday, December 10, 2024
- **Registration:** 8:30AM – 9:00AM
- **Program Time:** 9:00AM – 4:00PM ET

- **Location:** GuideWell Innovation Center, 6555 Sanger Road, Orlando, FL 32827
- **Your Member Promo code:** EMPLOYERGUEST24BOTB (Please do not share this code outside your organization. If you have a colleague at an organization that is not a member of the Florida Alliance, please reach out to Karen@flhealthvalue.org for a guest code and flyer that you can share with them.)
- **Register** [HERE](#)

Thank you to **Healthcare Advisory Council member Florida Blue** for hosting this event again.



Thank you to our generous sponsors!



If your organization would like to be a sponsor, if you have any questions, and/or need assistance with your registration, please contact Lisa Hain at lisa@flhealthvalue.org

 **WHAT'S NEW THIS WEEK?**

Employer Member Benefit: Two Action Briefs from the National Alliance and the Florida Alliance

Action Brief #1

Alternative Funding Programs (AFPs) are a business model that allows employers to reduce the cost of specialty medications for their employees. **They come under many different names, having different approaches to the same end goal -- tapping charity care funds to cover specialty drug costs.** Pharmaceutical companies originally established Patient Assistance Programs (PAPs) to assist Americans who are uninsured or underinsured. AFPs are seeking coverage from PAPs to help employees pay for their prescription drugs.

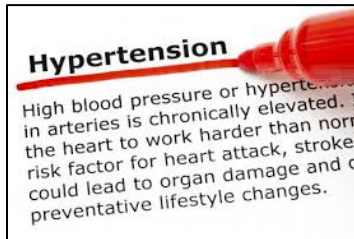


In 2022, 14% of employers were using AFPs, which increased from 6% in 2021. However, there can be unintended consequences for employees and employers from using AFP programs. Read the action brief to learn more.

Click [HERE](#) to access the Action Brief entitled “Employers Beware.”

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions or concerns.

Action Brief #2




Hypertension, also known as high blood pressure, is the most common health condition, impacting 48% of adults. Hypertension affects 3 in 10 employees, compared to 2 in 10 employees for depression, and 1 in 10 employees for diabetes.

Although hypertension is treatable, more than one-third of individuals with hypertension do not have it under control or are unaware they have the condition. Read this brief to learn about planning and implementing strategies to support health benefit designs that incentivize hypertension control and promote appropriate care management.

Click [HERE](#) to access the Action Brief entitled “Hypertension Control – A Vital Business Investment.”

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions or concerns.

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

Employer Member Benefit: Achieving Mental Health Parity Compliance



The first of two webinars on **Achieving Mental Health Parity Compliance** was held Wednesday, October 30 with several of our Employer Members and invited guests. Feedback from the webinar was very positive, indicating that the information shared was very helpful.

Florida Alliance President and CEO Karen van Caulil talked about why mental health parity is an important strategy for employers before diving into the analysis required under federal law to demonstrate compliance with the Mental Health Parity and Addiction Equity Act (MHPAEA).

Most aspects of the law take effect on January 1, 2025. Karen shared what both self-funded and fully insured employers need to do to ensure that the appropriate analysis is conducted and what to do if the analysis shows disparity.

The Department of Labor (DOL) developed a self-compliance tool for employers in 2020. It has not been updated to reflect the final rules that were published in September, but there are parts of the tool that are still helpful. Karen shared that the Florida Alliance is working with mental health experts from The Path Forward for Mental Health and Substance Use initiative to develop more user-friendly tools for

employers that focus on the network adequacy and non-quantitative treatment limits parts of the analysis. These tools will be shared during the second webinar.

Click [HERE](#) to listen to the recorded webinar and view the slides. You can also view the DOL's Self-Compliance Tool for MH Parity and Addiction Equity Act that was discussed on the webinar.

As a reminder, you have already received the invitation from info@flhealthvalue.org for the **Mental Health Parity Compliance Webinar - Part 2, which will be held on Thursday, December 12, 3:00PM – 4:00PM ET.**

If you have not yet received the invitation to the webinar, please contact Lisa Hain at lisa@flhealthvalue.org.

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions or concerns.

Employer Member Benefit: Webinar – Understanding Cell and Gene Therapy and Its Impact on the Workforce - Tuesday, November 12, 12:00PM – 1:00PM ET

The National Alliance of Healthcare Purchaser Coalitions will be hosting this webinar to help employers better understand cell and gene therapies (CGT) and how to pay for them. Attendees will gain knowledge on these life-preserving and life-saving benefits, profoundly affecting patients and their families. CGTs are costly, ranging between \$300,000 and \$3.5 million per treatment.



At our invitation, Randy Wyse from the Jacksonville Police and Firefighter Health Insurance Trust will be speaking from the employer's point of view.

To register for the webinar, click [HERE](#).

Please contact Karen van Caulil at karen@flhealthvalue.org if you have any questions or concerns.

★★☆ **Patient Quality and Safety**

The Consolidated Appropriations Act (CAA) Post Election Webinar – Wednesday, December 4, 1:00PM ET

The Consolidated Appropriations Act puts employers and other purchasers, not TPAs, on the hook for health benefits that are cost-effective, high quality, and meet mental health parity and pharmacy benefit requirements.

Depending on the outcome of the upcoming election, employers could face further shifts in requirements and opportunities. The Leapfrog Group is holding a webinar to learn more about CAA requirements.

Click [HERE](#) to register for the webinar.

Please contact Ashley Tait-Dinger at ashley@flhealthvalue.org if you have any questions or concerns.





IN CASE YOU MISSED IT

CDC Recommends Lowering the Age for Pneumococcal Vaccination ~*CDC Newsroom*



The Centers for Disease Control (CDC) released a statement on Wednesday, October 23 announcing that the **CDC Director Mandy Cohen has endorsed the CDC Advisory Committee on Immunization Practices recommendation to lower the age from 65 to 50 years of age for the pneumococcal vaccination.** Pneumococcal bacteria can cause serious illnesses, including pneumonia, meningitis, and bloodstream infections, and older adults are at increased risk for pneumococcal disease.

Employers should consider updating outreach materials on vaccines and increase the awareness of this change via employee/beneficiary communications.

Click [HERE](#) to read the statement released by the CDC.

A reminder that one of our sessions at “Best of the Best” will be on vaccine hesitancy and misinformation!

Please contact Ashley Tait-Dinger at ashley@flhealthvalue.org if you have any questions or concerns.