



Weekly Bulletin – March 21, 2025

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.



WHAT'S NEW THIS WEEK?

Florida Seeks Drug Prescription Data with Names of Patients and Doctors

In an *Orlando Sentinel* article this week, they reported on Florida's request for detailed prescription drug data from pharmacy benefit managers (PBMs) including patient names and dates of birth, raising privacy concerns and sparking pushback from industry groups.



Here is a breakdown of the key points:

- The Florida Office of Insurance Regulation is demanding detailed data from PBMs to understand their practices and ensure compliance with the state's 2023 PBM law aimed at lowering drug prices.
- The request covers claim reimbursement data for every prescription filled in Florida in 2024, potentially encompassing hundreds of millions of transactions.
- Business groups like the American Benefits Council have raised concerns about the state's request, arguing that it "impermissibly violates the health privacy and security of millions of Floridians." They have questioned the need for such detailed information and asked the state to withdraw its request.

Rosa Novo, Administrative Benefits Director, Miami-Dade County Public Schools, and Florida Alliance Board Chair, was interviewed for an article published earlier this month in *The New York Times*, stating that she is unclear why this level of detailed information about patients and their medications is needed in the state's efforts to address drug prices. Rosa further added that she believes her doctor should be the only one with access to that information.

To view the article from *The New York Times*, click [HERE](#). You will need a subscription to access the article.

To view the article without having a paid subscription, click [HERE](#). The article will only be available here for a short period of time, which is out of our control.

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

Examining Employer Vaccination Strategies: Clinical Brief



The *American Journal of Managed Care (AJMC)* recently published *Examining Employer Vaccination Strategies: Highlights from an AJMC Employer Roundtable*.

Florida Alliance Board Members Rosa Novo, Administrative Benefits Director at Miami-Dade County Public Schools, and Susan McBroom, Director of Human Resources at Patriot Rail Company, took part in the

discussion. Thank you to Rosa and Susan for sharing your valuable insights!

Susan emphasized the importance of integrating vaccinations into a comprehensive preventive care strategy. Rosa highlighted that vaccine awareness is a central component of Miami-Dade County Public Schools' Stay Healthy Initiative, reinforcing the critical role vaccines play in maintaining a healthy and productive workforce.

Key Insights:

- Vaccinations are a cornerstone of preventive care, though organizations differ in how they document goals, from informal benchmarks to structured objectives.
- Onsite and community clinics are valuable for vaccine promotion but must be complemented by education and efforts to improve access.
- Tracking vaccination outcomes is a challenge. 5 out of 7 employer panelists do not monitor outcomes through claims data or primary care initiatives.
- Trust in healthcare providers is essential for encouraging vaccination.
- Addressing vaccine fatigue, misinformation, and distrust requires tailored communication strategies and thoughtful messaging.
- Successful vaccination campaigns must consider stakeholders such as manufacturers, payers, social determinants of health, and employee incentives.

To read the white paper, click [HERE](#).

Click [HERE](#) to access the **Vaccination Guide for Employers** developed by our sister coalition, the Northeast Business Group on Health, with support from the Florida Alliance.

You can also click [HERE](#) to view the flipping book, *Creating A Vaccine Friendly Culture*.

Please reach out to Karen van Caulil at karen@flhealthvalue.org if you have any questions and/or are interested in participating in opportunities like this one.



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

Employer Member Benefit: Another Healthcare Fiduciary Lawsuit — Are You Next? – Webinar – Thursday, March 27, 4:00PM – 5:00PM EDT



JP Morgan is facing a lawsuit alleging an ERISA fiduciary breach in managing its healthcare benefits. The lawsuit claims that the company failed to fulfill its fiduciary responsibilities at various stages of administering prescription drug benefits. It further asserts that JP Morgan did not act prudently or in the best interests of plan participants and beneficiaries when selecting a PBM, leading to excessive prescription drug costs due to flawed pricing methodologies.

This lawsuit is part of a broader trend where employers are scrutinized for their management of employee benefit plans under ERISA regulations. These cases typically focus on whether fiduciaries have acted in the best interests of plan participants.

To read an article on the lawsuit by the National Association of Plan Advisors, click [HERE](#).

The National Alliance is hosting a webinar, "**Another Healthcare Fiduciary Lawsuit — Are You Next?**", to discuss the ERISA fiduciary lawsuit and its implications.

Join this crucial session to gain insights on:

- Hidden risks in PBM contracts that could lead to employer lawsuits
- How fiduciary oversight can help prevent costly legal disputes and improve plan performance
- Essential steps employers must take now to safeguard their plans, employees, and financial stability

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

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

Register Today! Florida Alliance 32nd Annual Conference – Thursday, May 1 at the Rosen Centre Hotel, Orlando

Thank you to Rosen Hotels & Resorts for their generous support of the Florida Alliance in making the Rosen Centre Hotel venue possible for us.

The Florida Alliance will be presenting the "Most Engaged Employer" Award and the Dr. Jack Mahoney "Healthcare Hero" Award.



Session Spotlight: *Engaging in Health Policy and Advocacy to Drive Value in Health Care*



*Claire Brockbank, MS, Director
of Policy and Strategy, 32BJ
Benefit Funds*



*Russell DuBose, Vice President
of Human Resources, PhiFer, Inc.*



*Rosa Novo, Administrative
Benefits Director, Miami-Dade
County Public Schools*

Hear how employers are engaging state and federal elected officials in discussions about needed changes in health policy that would increase transparency, reduce costs, improve quality, and level the playing field for employers.

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

Details of the conference:

- **Date:** Thursday, May 1, 2025
- **Registration and Breakfast:** 8:00AM – 9:00AM EDT
- **Program Time:** 9:00AM – 5:00PM EDT
- **Location:** Rosen Centre Hotel, 9840 International Dr., Orlando, FL 32819
- **Your Member Promo Code:** 2025EMPLOYERAC (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 that you can share with them.)
- **Register** [HERE](#)

LAST CALL: The Florida Alliance has secured a room block with rooms for \$163.00 plus tax per night. This room block has limited availability, and the hotel is filling up quickly. Please book your room as soon as possible, as we cannot guarantee availability. Click [HERE](#) to make your reservation.

Please contact Lisa Hain at lisa@flhealthvalue.org if you have any questions about logistics and registration.

If you have any questions about the sessions or speakers, please reach out to Karen van Caulil at karen@flhealthvalue.org.

Employer Member Benefit: OpenNetworks: Direct Contracting Webinar



The Florida Alliance hosted a Direct Contracting Webinar on Monday, March 17. To view the recording and resources, click [HERE](#).

You have already received a calendar invitation for our upcoming Employer Member Direct Contracting dinner and roundtable on Wednesday, April 30, 5:00PM – 8:00PM EDT in Orlando. We will identify a location near the conference hotel as soon as we have headcount. Please accept the calendar invitation ASAP if you want to attend so that we may plan accordingly. Also, please note that this roundtable is intended for one representative from each organization to attend.

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

Please reach out to Karen van Caulil at karen@flhealthvalue.org if you have any questions.

Employer Member Benefit: Breastfeeding/Lactation Support Research Opportunity Webinar



On Wednesday, March 19, the Florida Alliance, in collaboration with Affiliate Member The Lactation Network, hosted a webinar to discuss the importance of breastfeeding/lactation support services and what best practice coverage looks like. Several employer members shared the challenges they have faced with their carriers and healthcare providers in implementing best practice. We talked about the need to work collectively to make the needed changes.

We will begin a Women's Health Employer Learning Collaborative (ELC) in Q3 2025 and will continue this discussion. We hope to develop a breastfeeding/lactation support toolkit for employers during the ELC with the input of our employer members.

We will be including a brief survey in next week's Bulletin to assess coverage levels for breastfeeding/lactation support services. Please take a couple of minutes to participate so we may determine next steps — we need your feedback to shape our future efforts.

Also mentioned during the webinar were laws pertaining to breastfeeding support. Under the Fair Labor Standards Act (FLSA), most employees who are nursing are entitled to reasonable break time and a private, non-bathroom space to express breast milk while at work. This protection applies for up to one year after the child's birth.

The Department of Labor has published *Fact Sheet #73: FLSA Protections for Employees to Pump Breast Milk at Work*, which outlines these rights as expanded by the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act). To read the Fact Sheet, click [HERE](#).

To view the recording and resources from the webinar, click [HERE](#).

Please reach out to Karen van Caulil at karen@flhealthvalue.org if you have any questions.

Employer Member Benefit: Save the Date! National Alliance Strategic Leadership Summit – June 9-11, 2025



The National Alliance will host its Strategic Leadership Summit at the Westin Irving Convention Center at Las Colinas in Irving, TX, from June 9-11, 2025.

On Monday, June 9, from 12:00 PM – 5:30 PM EDT, **the National Alliance will feature a Pharmacy Benefit Management (PBM) Hub, designed to equip employers and plan sponsors with the tools needed to take control of their pharmacy benefits and drive meaningful change.**

Registration for the **Summit** and **PBM Hub** must be completed separately. The National Alliance is allocating 10 complimentary tickets to Florida Alliance employer members for admission to the Leadership Summit using the code **NAPURCHASERPASS25**. This offer is first come, first served!

Additionally, if you register for the Summit, you will receive one complimentary ticket to attend the PBM Hub, using the code **PBMPURCHASER25**.

To register for the Summit, click [HERE](#) and/or to register for the PBM Hub, click [HERE](#).

If you plan to attend the PBM Hub and/or Summit, please let Karen van Caulil know as she will be attending these events. She can be reached at karen@flhealthvalue.org



HEALTHCARE ADVISORY COUNCIL MEMBER CORNER

A Cancer Center of Excellence is Key to Revolutionizing Cancer Care

Cancer is the leading driver of healthcare costs for employers, with 86% identifying it as one of the top three cost concerns. Employers need to focus on advanced screening measures and maintaining 100% coverage for preventative services to help combat the increased prevalence of late-stage cancer diagnosis.

Healthcare Advisory Council Member Cleveland Clinic has developed a program called Cancer Center of Excellence (COE) which consists of superior capabilities in diagnosing, treating, and researching cancer, distinguished by the following: Multidisciplinary Teams, Advanced Technology and Research, and High Standards of Care.

Benefits of Cancer Center of Excellence:

- **Enhanced Patient Outcomes**
- **Access to Cutting-Edge Treatments & Precision Oncology**
- **Comprehensive and Coordinated Care**
- **Psychosocial Support, Palliative Care, and Nutritional and Rehabilitation Services**
- **Multidisciplinary Collaboration**
- **Education and Training**



The Florida Alliance and Midwest Business Group on Health collaborated on an Oncology Learning Collaborative, leading to the creation of an *Employer Guide and Insights for Oncology Management*. This guide covers essential aspects of cancer care, including prevention, screening, diagnosis, treatment, care navigation, survivorship, return to work, and financial considerations. It serves as a valuable resource to help employers enhance cancer care benefits and support employees throughout their cancer journey.

To view the Employer Guide, click [HERE](#).

To read the article, click [HERE](#).

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

NOTE: We have an **Affiliate Corner** and a **Healthcare Advisory Corner**, where those members of ours share valuable information and resources with the Florida Alliance. These sections are designed to educate and support your organization with important insights.

The Central Florida Health Care Coalition, Incorporated d/b/a Florida Alliance for Healthcare Value is providing this information to our employer members solely in our capacity as a 501c3 nonprofit education organization and not as advice in any capacity. The information that is not in the public domain is private and confidential.