



Weekly Bulletin – April 17, 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?

Employer Member Benefit: National Alliance Resource Highlights

As part of your Florida Alliance membership, you gain exclusive access to valuable tools and educational programming through our partnership with the National Alliance of Healthcare Purchaser Coalitions. We are pleased to share their latest resources supporting employer strategies around key healthcare topics including **Chronic Kidney Disease, High-Cost Claims, Hospital Fair Pricing, Mental Health, and more.**

Achieving Affordable, High-Quality, Equitable Healthcare

Working with and through purchaser coalitions to unify and amplify strategic messaging and priorities

The selections below include the most recent National Alliance materials related to key initiatives. These and the entire library of tools and resources designed to drive transparent, fair, competitive markets, effective purchasing, and meaningful policy changes can be found [here](https://nationalalliancehealth.org/resources) (nationalalliancehealth.org/resources).

2025-2027 Strategic Framework
(Click on the image to open)

- Chronic Kidney Disease: Healthy Workforce, Sustainable Futures
- Why Employers Should Invest in Early Kidney Care
- CKD Employee Education Infographics

Featured Resources: CKD

2025-2027 Strategic Framework

- Mental Health Parity Compliance Toolkit
- Public Report: Enhancing Employer Mental Health Approaches
- Employer Mental Health Strategies: An Essential Investment
- Behavioral Health Vendor Engagement Template
- View all mental health resources

Mental Health

Medical & Pharmacy Drugs

- PBM Misalignment Initiative: Final Report
- Time to Act: Understanding PBM Practices to Drive Change
- Conditions and employers are Disrupting PBM Misalignment (case studies)
- PBM Vendor Engagement Template
- Addressing Pharmacy Benefits Management Misalignment Playbook
- View all medical and pharmacy drug resources

Hospital Fair Price

- Setting the Record Straight: The Urgency of Achieving Hospital Fair Price
- Beyond Hospital Price Transparency: Getting to Fair Price
- Hospital Fair Price in Action: People Matter
- Policy Ideas for Getting to Hospital Fair Price
- View all hospital fair price resources

Hospital Fair Price

High-cost Claims

- Final Report: Rethinking how Employers Address High-Cost Claims
- Understanding Cell and Gene Therapies and its Impact on the Workforce
- An Employer Roadmap to Addressing Cell and Gene Therapies
- Employers Beware: Alternative Funding Programs Require Careful Review
- National Alliance Hill Visit Fact Sheet
- View all high-cost claims resources

High-cost Claims

For over 30 years, the National Alliance has united business healthcare coalitions and their employer/member members to use their collective voice that supports patient experience, health equity, and a business of lower costs. As members represent private and public sector, nonprofit, and labor union organizations that provide health benefits for more than 45 million Americans and spend over \$400 billion annually.

These resources offer data-driven approaches and best practices to help you improve care quality, manage costs, and support employee well-being. To view the National Alliance resources, click [HERE](#).

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



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

32BJ Labor Industry Cooperation Interactive Tools Webinar – Thursday, April 24, 12:00PM – 1:00PM EDT

We have previously shared with you the great work of the 32BJ Benefits Fund. You are invited to attend their webinar on April 24 where they will conduct a live demonstration of their Healthcare Savings Calculator, showing how even modest reductions in hospital pricing translate into significant savings on health benefits. They are also sharing their Healthcare Administrator Contract-first Template which is intended to strengthen the approach to third-party administrator procurement.



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

Also, a reminder that Claire Brockbank, the Director of Policy and Strategy of the 32BJ Benefits Fund, will be a panelist at our Annual Conference on May 1.

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

Employer Member Benefit: Why Employers Should Invest in Early Kidney Care – Wednesday, April 30, 3:00PM – 4:00PM EDT



The National Alliance of Healthcare Purchaser Coalitions is hosting a complimentary webinar titled “**Why Employers Should Invest in Early Kidney Care**” aimed at highlighting the value of proactive chronic kidney disease (CKD) management in the workplace, a largely under-recognized public health crisis in the U.S.

Recent innovations in screening, diagnosis, and treatment provide new avenues for early intervention, making it a crucial time for employers to engage. This initiative ties into the National Alliance’s broader work around whole-person health, benefit design, and cost-containment strategies such as fair hospital pricing and drug management.

Learning objectives for the webinar:

- **Gain insight into the human and financial burden CKD imposes on the healthcare system and your workforce**
- **Learn how to identify high-risk individuals using available data and develop strategies for risk mitigation**
- **Understand how employee education, health promotion, and benefits design can play a role in slowing CKD progression**
- **Explore trends and innovations in the evolving kidney care landscape, including new care models and partnerships**

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

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

Only Two Weeks Until Our Conference! Florida Alliance 32nd Annual Conference – Thursday, May 1 at the Rosen Centre Hotel, Orlando

Don’t miss your opportunity to join us! Register today!

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



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](#)**

The agenda can be found [HERE](#).

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: Employer Guide and Insights for Oncology Management - Wednesday, May 21, 1:00PM – 2:00PM EDT

Employer Guide and Insights for Oncology Management

About This Guide

The guide is based on the results of an Employer Oncology Learning Collaborative led by the Florida Alliance for Healthcare Value and the Midwest Business Group on Health. Using the collaborative, the Employer Oncology Member shared the approaches they are taking to optimize cancer prevention, screening, diagnosis, and treatment care and how they are addressing care navigation, along with care and billing related needs related to work. A goal of participating employers was to not only to show what is working for their organization and employees.

Cancer is the top driver of costs for employers

- Cancer is the #1 driver of costs for employers
- Our hope is to see a 10% reduction in total costs in the next three years.
- Many factors impact cancer care cost escalation including increasing prevalence, inadequate prevention care, increasing labor-related costs, and increasingly costly specialty care and treatments.

The Voice of the Employer

With a website with findings and actions stemming from the collaborative and suggestions from oncology participants about programs and strategies that are of the highest value, the project advisors and contributors include:

- Robert Hedges, Director of Health Services, Kaiser Permanente
- Jane Lee, Senior Director Account Lead and Operations, United of Holy Names, Beverly Hills
- Law Ann Kerns, CEO/Founder of Resonance Cancer Care Experience, Resonance
- Susan Koblitz, Director of Human Resources, Palmetto Health Company
- Tracy, Blowers, PhD, Senior Vice President, Talent and Skills Development, MeritWise
- Rose Kover, Assistant Executive Director, MeritWise
- Dan Sweeney, Manager Health and Wellness Strategy, United Airlines
- Grant Scharf, VP, Total Rewards, Regent Hotel

Employer Commitment to Cancer Screening

What percent of employers are doing with oncology benefits, either in frequent and reliable?

Category	Percentage
Do not have a benefit offering	5%
Do have a benefit offering	95%
Do not have a benefit offering with this agreement	20%
Do have a benefit offering with this agreement	80%

Thank you to our project sponsors:

Genentech, Merck, Pfizer

The National Comprehensive Cancer Network (NCCN) has asked Karen van Caulil of the Florida Alliance and Cheryl Larson of the Midwest Business Group on Health to present our [*Employer Guide and Insights for Oncology Management*](#) to a national audience on Wednesday, May 21 from 1:00PM – 2:00PM EDT.

This webinar will highlight our comprehensive resource designed to help employers navigate the complex

landscape of cancer care and benefits. Attendees will gain valuable knowledge on how to implement effective strategies that support employees through their cancer journey while managing costs and improving outcomes. We encourage you to join us and take advantage of this opportunity to enhance your organization’s role in supporting quality cancer care.

Special thanks to Kenneth Aldridge (Rosen Hotels & Resorts), Susan McBroom (Patriot Rail), Rosa Novo (Miami-Dade County Public Schools), and Ray Bowman (now retired from MarineMax) for their assistance in developing this guide and sharing their insights.

This initiative was funded by Affiliate Members Merck, Genentech, and Pfizer. Without their support, this guide would not be possible.

A calendar invitation has been sent to you. If you need it re-sent, please contact Lisa Hain at Lisa@flhealthvalue.org

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



EMPLOYER MEMBER CORNER

Florida Alliance Employer Member Patriot Rail Named a 2025 USA TODAY Top Workplace!



Congratulations to Patriot Rail, a valued employer member of the Florida Alliance, on receiving the prestigious 2025 USA TODAY Top Workplaces Award!

This national recognition honors organizations with 150 or more employees that foster people-first cultures and prioritize employee engagement and workplace excellence. The award is based entirely on confidential employee

feedback collected through a survey conducted by Energage, the HR research and technology firm behind the Top Workplaces program. The survey measures key themes of workplace experience that are proven to drive high performance.

“We are proud to receive a Top Workplaces Award by Energage and USA Today,” said Brandy Christian, Chief Executive Officer of Patriot Rail. “Our teamwork culture is more than just a corporate value; it’s the driving force behind our achievements and the foundation of our future growth.”

We celebrate Patriot Rail’s ongoing commitment to creating a supportive and empowering workplace where employees thrive.

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



AFFILIATE MEMBER CORNER

Employer Member Benefit: Florida Specific HPV-Related Cancer Rates and HPV Vaccination Rates

Affiliate Member Merck has developed Florida-specific Human Papillomavirus (HPV) resources using the latest U.S. Cancer Statistics and data from the CDC.

These resources offer a comparative analysis between Florida and national averages across key HPV-related measures, providing valuable insights into prevention efforts. Florida continues to face elevated rates of HPV-related cancers compared to national averages.



In 2021, the cervical cancer rate among females of all ages in Florida was 9.2 per 100,000, compared to 7.4 nationally. Similarly, the rate of oropharyngeal and other head and neck cancers among males in

Florida was 22.0 per 100,000, exceeding the U.S. average of 17.9. While Florida outpaces the national average in HPV vaccination coverage for adolescents aged 13 to 17 - 64.4% versus 61.4% - there remains a critical need to strengthen prevention efforts. Increasing vaccination rates, encouraging routine screenings, and ensuring timely treatment are all essential steps in reducing the incidence of these preventable cancers.

A reminder that these strategies are emphasized in the [Employer Guide and Insights for Oncology Management](#) mentioned above.

To access the resource, click [HERE](#).

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



IN CASE YOU MISSED IT

Employer Member Benefit: Another Healthcare Fiduciary Lawsuit – Are You Next? - Webinar



The National Alliance of Healthcare Purchaser Coalitions hosted a webinar Thursday, March 27, titled “Another Healthcare Fiduciary Lawsuit – Are You Next?”

JPMorgan has become the latest major employer facing an ERISA fiduciary lawsuit over alleged mismanagement of its employee health benefits, joining the ranks of Johnson & Johnson, Gilead, and Wells Fargo. These lawsuits mark a shift in legal focus. Employer-sponsored health plans are now under the same fiduciary microscope

as 401k plans have been for several years.

The webinar topics included:

- How to uncover costly traps in PBM and vendor contracts that can trigger legal exposure
- How fiduciary oversight can protect your organization and improve benefit value
- Explaining the essential steps every employer should be taking now to reduce risk

To view the slides, brief on the lawsuits, responsibilities and best practices for fiduciaries, and a list of inflated Specialty Generics from the ERISA lawsuits, click [HERE](#).

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

Relentless Health Value Podcast: High-Cost Claimants in 2025 and Beyond—What Is Really Expensive Not to Know – with Dr. Christine Hale



Last June, several of our Employer Members participated in a High-Cost Claims Workshop facilitated by Dr. Christine Hale. It was an excellent session, and we held a follow up webinar to dive more deeply into the topic.

Later in the year, we shared with the full Florida Alliance employer membership the [High-Cost Claims Workshop Playbook](#) that was developed by the National Alliance of Healthcare Purchaser Coalitions to capture key insights and

actionable strategies that came out of our workshop and the workshops held with a select few sister coalitions.

Dr. Hale was interviewed by Stacey Richter from Relentless Health Value on what employers need to do to better manage high-cost claimants. She offers important advice and insights.

To listen to the Podcast, click, [HERE](#).

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

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.