



Employer Member Bulletin – February 6, 2026

This Employer Member 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: What the Bipartisan Healthcare Package Means for Employers – Webinar – Wednesday, February 11 at 3:00PM

This week Congress passed the Consolidated Appropriations Act of 2026, advancing bipartisan healthcare reforms including long-awaited PBM reform. This milestone reflects years of advocacy by coalitions, employers, and purchasers to bring greater transparency and accountability to the commercial market including the Florida Alliance.



Impact on Employers: The legislation strengthens employers’ ability to ensure prescription drug savings benefit working families and supports fiduciary responsibility. Key provisions include:

- Semi-annual PBM reporting on drug spending, rebates, spread pricing, formularies, and benefit design
- Full pass-through of PBM rebates and discounts to plan sponsors
- Increased transparency in the generic drug marketplace
- New National Provider Identifiers (NPIs) for off-campus hospital departments to support site-neutral payment transparency
- Extended funding for workforce pipeline initiatives, primary care, mental health services, and more

The National Alliance will host a coalition- and employer-only webinar on **Wednesday, February 11, from 3:00PM–4:00PM ET**. The session will review final provisions, discuss implementation considerations, and outline next steps as HHS develops regulations. Registration is available by clicking [HERE](#).

Read the National Alliance press release *Employer Groups Applaud House Funding Bill that Includes PBM Reform* by clicking [HERE](#).

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

Registration Is Now Open For The Florida Alliance's 42nd Annual Conference! – *In-Person Event* - Wednesday, May 13, 2026, 8:30AM– 4:00PM at the Center for Health & Wellbeing, Winter Park, FL

The Future of Health Care: Built by Employer Leadership

The 2026 Annual Conference will once again convene employer leaders, policymakers, and industry experts to focus on practical, actionable strategies to improve quality, access and affordability. This year we will focus on the role employers play in shaping the future of health care.

Confirmed Speakers and more to come!



Marni Stahlman
President and CEO
The Mental Health
Association of Central Florida



Karen Moseley
President and CEO
Health Enhancement Research
Organization (HERO)



Dr. Anthony Magiocco
President and CEO
Protean BioDiagnostics

Session titles include:

- The Four Rights: Right Care, Right Time, Right Patient, Right Price
- Optimizing Brain Health Through Lifestyle Medicine
- Mental Health is a Business Issue: Why Employer Leadership Matters

Details of the conference:

- **Date:** Thursday, May 13, 2028
- **Registration:** 8:30AM – 9:00AM ET
- **Program Time:** 9:00AM – 4:00PM ET
- **Location:** Center for Health & Wellbeing, Winter Park, FL 32792
- **Your Member Promo Code: EMPLOYERM26** (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](#)

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.

ACTION ITEMS

TELL US WHAT YOU THINK! - Please Take 5 Minutes to Help Shape Our 2026 Priorities

We need to hear your voice to ensure we are delivering the greatest possible value to our Employer Members.

Please take 5 minutes to complete the brief satisfaction survey which will help us understand how well we are supporting you in advancing higher-quality, more affordable, and more transparent health care. **Your feedback will directly shape our 2026 priorities, including future programming, advocacy, and employer-driven initiatives.**



Click [HERE](#) to complete the survey. Responses may be submitted anonymously.

If you have already responded, thank you – we truly appreciate your time and insights. If not, your perspective is critical, and we would be grateful for your participation. **We welcome responses from multiple individuals at each organization.**

If you have any questions, please contact Karen van Caulil at karen@flhealthvalue.org

SHARE YOUR INSIGHTS AND EXPERIENCE: Pulse of the Purchaser Research Institute (PPRI) Survey Opportunity: Innovative Mental Health Benefits in the Workplace

The National Alliance of Healthcare Purchaser Coalitions has invited us to join an expert panel where individual perspectives can be shared confidentially in support of a variety of research projects. This expert panel, developed in partnership with

the Health Analytics and Insights Group (HAIG), will give the National Alliance and



local coalitions a deeper understanding of the issues and topics our members care about while providing financial support for the national and local organizations. This Institute is another way for coalitions to support the important health policy and advocacy work that the National Alliance carries out every day.

Whether or not you have chosen to participate in the PPRI, you are invited to complete the survey below on innovative mental health benefits in the workplace.

The Florida Alliance will receive the aggregated survey results and share key insights in an upcoming Bulletin, helping the staff and our members better understand emerging approaches and trends in mental health benefits.

The survey takes 15 minutes to complete. As a thank you, respondents will have the opportunity to receive a \$25 gift card, if allowable, and the Florida Alliance will receive \$125 for each employer response. These funds will be used to support our research and education efforts.

Thank you to those of you who have completed the survey – we truly appreciate your support.

We urge you to complete the survey by using the updated link, clicking [HERE](#).

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

EMPLOYER MEMBER EDUCATIONAL PROGRAMS, REPORTS, and RESOURCES

Employer Member Benefit: The Hidden Cost of 340B: What Employers are Paying and What's at Stake in Florida – *Florida Alliance Employer Member-Only Webinar – Summary*



On Thursday, February 5, 2026, the Florida Alliance held an educational webinar on the 340B drug program. Florida Alliance President & CEO Karen van Caulil and Affiliate Member Johnson & Johnson Senior Counsel Corbin Santo held a “fireside chat” about how the program design, incentives, and oversight affect employers, employees, and the healthcare system overall.

340B is a federal program that requires drug manufacturers to provide steep discounts on outpatient drugs to certain, specified safety net providers (known as covered entities). However, today the 340B Program operates with little oversight, making it difficult to track whether billions of dollars in 340B discounts are reaching the uninsured and vulnerable patients the program was originally intended to help. Instead, large hospital systems, contract pharmacies and PBMs have taken advantage of loopholes in the program, including a lack of reporting requirements on whether 340B discounts are shared with patients.

Why should employers care about the program? According to research from IQVIA, 340B increased costs for employer-sponsored plans between \$13 and \$152 per covered beneficiary, depending on the state, totaling \$6.6 billion nationwide in 2023. This is due to lost rebates that would otherwise be available to employer plans. For more details about this study and other findings, click [HERE](#) to review the Johnson & Johnson Issue brief on 340B.

The session was engaging and informative and the attendees posed many important questions. We are building a webpage to house all the 340B resources we have accumulated and developed over the past several months and will be able to share a link to the page in our next Bulletin. In the meantime, please click [HERE](#) for the recording of the webinar.

For the calculation worksheet of employers’ lost rebates due to 340B which was mentioned in the webinar, click [HERE](#).

There were questions about the shared savings programs that use 340B pricing. When the National Alliance webinar recording from this week’s session entitled “Employers Beware: Hidden Risks of 340B Shared Savings Models” becomes available, we will include it in the webpage mentioned above. Click [HERE](#) for a copy of the National Alliance brief on the topic.

Please contact Karen van Caulil at karen@flhealthvalue.org with any questions.

Employer Member Benefit: 2025 Florida Alliance for Healthcare Value Diabetes Report and Webinar on Tuesday, February 17



In partnership with Florida Alliance Affiliate Member Sanofi, we are pleased to present the 11th Edition of our Diabetes Report. This report provides an overview of pertinent demographic data, charge data, and medical, laboratory and pharmacotherapy measures for Type 1 and Type 2 diabetes patients in Florida, with a focus on how high-risk co-occurring conditions can impact diabetes care.

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

Please be sure to attend our Florida Alliance All-Employer Member Meeting on Tuesday, February 17 at 10:00AM to hear a discussion of the findings of the report. A calendar invitation was sent on January 16 with a link allowing you to connect to the meeting. If you need the

invitation re-sent, please reach out to Lisa Hain at lisa@flhealthvalue.org.

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

Employer Member Benefit: Pain Points: Addressing Acute Pain Management Challenges for Employers – Webinar – Wednesday, February 11, 2026, 12:00PM – 1:00PM ET

Until recently, managing acute pain and the impact on employer-sponsored health plans has largely been status-quo. The Research & Insights team at Affiliate Member Gallagher is hosting a session focused on what is new in this space and what employers should be paying attention to.

A noteworthy development you may not have seen: a newly FDA-approved, non-opioid medication for moderate to severe acute pain—the first advancement of its kind in more than 20 years. This medication has meaningful implications for workplace safety, recovery timelines, and benefits strategy. During this webinar, presenters will explain what this means for plan sponsors, pharmacy benefit decisions, and employee care policies.

Register [HERE](#) and be sure to select “Yes” for the Pharmacy Benefits Decision Maker box to ensure you are approved to attend.

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



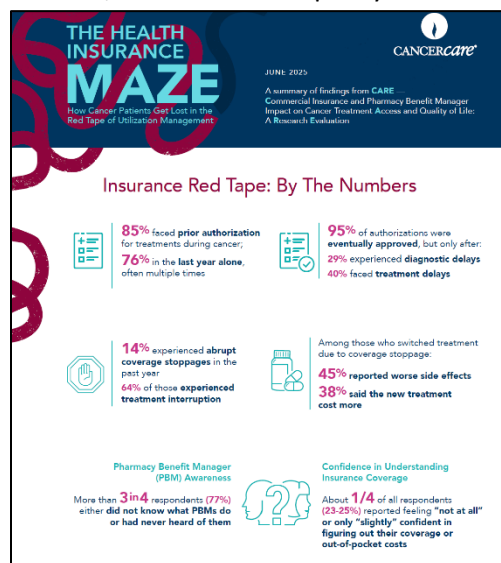
New Report Shows Insurance Red Tape Is Delaying Cancer Care for Employees

A new national report highlights how insurance requirements, known as utilization management (UM), are creating delays, confusion, and added costs for employees undergoing cancer treatment.

The Insurance Maze: How Cancer Patients Get Lost in the Red Tape of Utilization Management is based on a survey of **1,201 people treated for cancer** across employer plans, Medicare Advantage, and traditional Medicare. The findings show that UM practices, such as prior authorization, often delay care, disrupt treatment, and place significant administrative burdens on patients and their families.

Why this matters to employers and plan sponsors:

- **85%** of cancer patients faced prior authorization for treatment, most within the past year
- Employees with **employer plans experienced the greatest administrative burden**, including repeated authorizations for multiple cancer treatments
- **40%** reported treatment delays and **29%** experienced delays in diagnosis due to insurance requirements
- **95%** of prior authorization requests were ultimately approved—suggesting the process often adds cost and delay without improving care
- Many patients lost multiple workdays navigating insurance paperwork for a single authorization
- Insurance barriers contributed to higher **stress (36%)**, **financial strain (34%)**, and reduced **trust in health plans (29%)**



For employers, these delays and disruptions can translate into longer absences, reduced productivity, higher downstream medical costs, and a poor employee experience during a critical health event.

The report underscores the importance of thoughtful plan design, greater transparency, and utilization management reforms that protect access to timely, evidence-based cancer care. Additional state-level insights and employer-focused materials are expected later this year.

Read a summary of findings from the report by CancerCare, click [HERE](#).

To view the report's Executive Summary, click [HERE](#).

For additional resources, visit our [Employer Guide and Insights for Oncology Management](#) microsite. Developed by the Florida Alliance for Healthcare Value, this guide provides employers with strategic, evidence-based approaches to managing cancer care, enhancing benefit design, and supporting employees and their families through every stage of the cancer journey.

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

BOARD OF DIRECTORS

Board Election Being Held During All Employer Member Meeting – Tuesday, February 17, 10:00AM – 11:30AM ET

The Florida Alliance Board Nominating Committee has put forward two new candidates to join the Board of Directors. At our All Employer Member Meeting, we will be asking each Employer Member organization to vote as to whether to bring Jaimie Jarvis and Deborah Castagnola on to the Board.



Jaimie Jarvis

Jaimie Jarvis serves as Director of Human Resources for Kalos Services, a leading commercial construction company in Central Florida with over 300 employees. The company is family-owned and operated, with more than 21 years of industry experience, and has been recognized as a USA Top Workplace in both 2024 and 2025.

In her current role, Jaimie provides strategic guidance for all human resources programs and functions as the company continues to grow, including the company's self-funded health insurance program and other employee benefits. She has also overseen onboarding, payroll, workplace safety, and employee development, especially as they have related to the launch of multiple departments within the organization.

Jaimie holds a Master's degree in Organizational Leadership. She developed her HR expertise across multiple states and regulatory environments, including California and Massachusetts, and across several industries, including commercial construction, retail, distribution, and union-represented oil and gas operations. In every position she has held, she has shown a passion for strengthening the workforce and promoting employee satisfaction and wellbeing.

Deborah Castagnola is a nationally recognized leader in corporate wellness with decades of experience advancing comprehensive, evidence-based well-being initiatives. She holds a Master's degree in Exercise Physiology with a concentration in Corporate Wellness from the University of Central Florida, where she graduated *summa cum laude*. Her work has earned numerous awards and national recognition for excellence and innovation.

As Wellness Coordinator for the City of Orlando, Deborah has led the development and implementation of forward-thinking programs that address the full continuum of well-being, including physical, mental, spiritual and financial health. She has also designed more than 30 state-of-the-art fitness facilities, many of which have received top national honors.

A dynamic and sought-after speaker, Deborah has presented at international conferences, most recently in China, and has been featured on radio and television programs for her expertise in workplace wellness. Deborah has been actively involved with the Florida Alliance for Healthcare Value since the 1990s and is committed to delivering cutting-edge resources and education from the Florida Alliance to City of Orlando employees.



Deborah Castagnola

The agenda for this meeting is:

- 10:00AM – 10:45AM Presentation of the Florida Diabetes Trend Report
- 10:45AM – 11:00AM Board of Directors Vote
- 11:00AM -11:30AM Project and Event Update

How will voting work? The main contact for each Employer/Healthcare Purchaser Member will be asked to cast a vote on behalf of their organization. The main contact for each Employer Member will have received a calendar invitation for this meeting. If you are the main contact and unable to attend, please make sure to give your vote to another individual at your organization who will be attending so they may cast a vote.

Calendar invitations have been sent out. If you did not receive the calendar invitation or need to have it re-sent, please contact Lisa Hain at lisa@flhealthvalue.org.

HEALTH OBSERVANCES

Employer Member Benefit: Planning Ahead: March is Autoimmune Awareness Month and Colorectal Cancer Awareness Month

50 Million Americans Live with Autoimmune Disease!

March is a time to recognize the millions of people living with autoimmune disease and to advocate for greater understanding, research, and support. Autoimmune diseases affect more than 50 million Americans and millions worldwide and are considered a growing public health crisis, yet they remain significantly underfunded and understudied.

MARCH 2026

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

Autoimmune Disease at a Glance:

- **Autoimmune diseases occur when the immune system mistakenly attacks healthy cells**
- **An estimated 50 million Americans are affected, across more than 100 conditions**
- **Women represent about 80% of those impacted**
- **Diagnosis takes an average of 4.5 years and multiple physician visits**
- **About 25% of patients develop more than one autoimmune disease**

During Autoimmune Awareness Month, each of us can help raise awareness and support progress in the fight against autoimmune disease. Learn more and explore ways to be part of a healthier, more informed future by clicking [HERE](#).

Help Raise Awareness to Get More People Checked for Colorectal Cancer Starting at Age 45



If colorectal cancer is highly preventable with screening and highly treatable when caught early, then why is colorectal cancer the second deadliest cancer in the U.S.?

It is a great question with a complicated answer. A lack of knowledge about prevention and limited access to screening has a lot to do with it, and a third of people who could get checked do not. A missed or delayed screening gives colorectal cancer a chance to grow and become more dangerous long before symptoms appear.

- Screening can find the warning signs of colon and rectal cancer, so you can take action to stop the disease
- Screening can also find colorectal cancer early, when treatment is most effective

For resources and other important information on Colorectal Cancer Awareness Month and how to help raise awareness, click [HERE](#).

For additional resources, visit our [Employer Guide and Insights for Oncology Management](#) microsite. Developed by the Florida Alliance for Healthcare Value, this guide provides employers with strategic, evidence-based approaches to managing cancer care, enhancing benefit design, and supporting employees and their families through every stage of the cancer journey.

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

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