



## Employer Member Bulletin – February 20, 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: Invitation to the National Alliance April 7 Policy Summit & Hill Visits***

The National Alliance of Healthcare Purchaser Coalitions will be hosting their Spring Health Policy Summit on Tuesday, April 7 from 8:30 AM – 12:00 PM in Washington, DC, with Capitol Hill visits to follow. The morning agenda will focus on federal policy developments impacting employer-sponsored coverage, including hospital pricing and site-neutral reforms, Pharmacy Benefit Management (PBM) reform implementation and next steps for employers, biosimilars, and 340B.

The National Alliance is bringing employers and coalition leaders together for a timely and action-oriented day and they hope many employers will participate. **The National Alliance has agreed to cover travel for one person per employer who wants to attend the summit.**

**Florida Alliance President & CEO Karen van Caulil and Board Chair Rosa Novo are already planning to attend. They hope you will join them!**

If you are interested in participating in this event, please contact Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) as soon as possible. Please also see below for a related Health Policy in Transit Brief.



#### ***Employer Member Benefit: PBM Reform and Health Policy in the New Year: What It All Means for Employers***



Healthcare policy is heating up in Washington, D.C., with major implications for employers. Long-awaited PBM reform is now law, increasing transparency for employers, while a new Department of Labor rule and the FTC’s settlement with Express Scripts put PBM practices under closer federal scrutiny. Add the Trump administration’s Great American Healthcare Plan to the mix, and it is clear that health policy will be front and center in 2026.

Read the latest *Health Policy in Transit* Brief from the National Alliance by clicking [HERE](#).

Please email Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.

## ACTION ITEM

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

As mentioned in recent Bulletins, the National Alliance of Healthcare Purchaser Coalitions has invited our Employer Members to join a confidential expert panel in partnership with the Health Analytics and Insights Group (HAIG). This effort will generate



valuable insight into the issues that matter most to employers while supporting research and advocacy at both the national and local levels.

We encourage you to complete a 15-minute survey on innovative workplace mental health benefits. The Florida Alliance will receive aggregated results to share key trends with members and will receive \$125 per employer response to support our research and education efforts. Respondents will also be eligible for a \$25 gift card.

Here is the survey link: [haig.questionpro.com/PPRIJan26](https://haig.questionpro.com/PPRIJan26).

Thank you to those who have already participated, we appreciate your support.

Please contact Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) with any questions.

## EMPLOYER MEMBER EDUCATIONAL PROGRAMS, REPORTS, and RESOURCES

### ***Employer Member Benefit: Reminder - Free Registration to the IBI 2026 Research Summit: Achieving Outcomes in Workplace Health and Productivity – March 4-6, 2026***

The 2<sup>nd</sup> Annual Research Summit hosted by the Integrated Benefits Institute (IBI) is taking place in Orlando on March 4 – 6, 2026. This important event will focus on initiatives that are achieving a positive impact on workplace health and productivity.



Your participation will provide an opportunity to:

- Engage with top executives and thought leaders
- Explore cutting-edge research on health, productivity, and benefits strategy
- Network with peers who are driving change in organizational wellbeing

Florida Alliance Employer Members are being offered complimentary registration to this event (a \$495 value) with code **FLHVIBI26**. To view the agenda, click [HERE](#). Please contact Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.

**Registration Is Now Open For The Florida Alliance's 42<sup>nd</sup> 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.

**Session titles include:**

- The Women's Health Blind Spot: An Employer Leadership Imperative
- Delivering the Four Rights with Precision Medicine: Right Care, Right Time, Right Outcome, Right Price
- Leading on Musculoskeletal Health: Putting Your People First
- Optimizing Brain Health Through Lifestyle Medicine
- Mental Health is a Business Issue: Why Employer Leadership Matters
- Pharmacy Management in Transition: Navigating Reform and Rising Costs

**Details of the conference:**

- **Date:** Thursday, May 13, 2026
- **Registration:** 8:30AM – 9:00AM ET
- **Program Time:** 9:00AM – 4:00PM ET
- **Location:** Center for Health & Wellbeing, Winter Park, FL
- **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](mailto:Karen@flhealthvalue.org) for a guest code that you can share with them.)
- **Register** [HERE](#)

Please contact Lisa Hain at [lisa@flhealthvalue.org](mailto: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](mailto:karen@flhealthvalue.org).

## Employer Member Benefit: New Analysis Highlights 340B Program Costs for Employer Health Plans



A new study by IQVIA examining the 340B Drug Pricing Program sheds light on the growing financial impact on employer-sponsored health plans, particularly state employee health plans. The analysis estimates that state employee health plans pay approximately \$1 billion annually in 340B markups on self-administered drugs alone, with an average markup of 162%. Costs vary widely by state, both in total spending and on a per-patient basis.

Importantly, employees also bear a portion of these costs. The study finds that 12% of out-of-pocket (OOP) spending by state health plan members represents markups where the employee's OOP cost exceeds the provider's 340B acquisition cost totaling about \$44 million nationwide. Physician-administered drugs, billed under the medical benefit, may generate even larger spreads.

For employers, these findings raise important questions about transparency, affordability, and the sustainability of health benefit programs. As policymakers consider proposals to expand the 340B program, understanding its downstream cost implications for employer-sponsored coverage will be critical.

As highlighted in the IQVIA report, Florida's State Employee Health Plan reported an operating loss of \$296 million in FY 2024, with projected losses of \$425 million for FY 2025–2026. Given these significant financial challenges, it is critical to fully understand all contributing cost drivers which would likely be applicable to other employer sponsored health plans in the state.

The Floridians for Accountability in Health Care team is advocating to Florida policymakers to fund an Office of Insurance Regulation study of the State Employee Health Plan to evaluate the impact of the federal 340B Drug Pricing Program on plan costs and beneficiary out-of-pocket spending.

Because 340B is a federal program, our position is that Florida should avoid enacting state-level 340B legislation. An analysis of the State Employee Health Plan would provide clarity regarding potential revenue shifts and cost implications. The findings would help inform federal policymakers as they consider reforms to ensure the 340B program operates as intended while protecting taxpayers and plan beneficiaries.

To view the entire IQVIA report, click [HERE](#).

We have created a webpage housing all the 340B resources we have accumulated and developed over the past several months. Click [HERE](#) to visit the 340B Drug Pricing Program webpage.

Please email Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.

**Employer Member Benefit: Measles Flyer (provided by the Florida Department of Health)**

Florida is experiencing a rise in measles cases. Recent health data show dozens of confirmed infections in the state. Statewide totals place Florida among the states with higher numbers of reported cases, although case counts vary by county.

Measles is highly contagious but is preventable. The most effective protection is the measles, mumps, and rubella (MMR) vaccine, which is typically given in two doses and provides strong, long-lasting immunity. Public health officials recommend that individuals ensure they are up to date on recommended vaccinations, particularly before travel or during outbreaks.

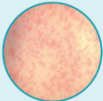
Other preventive measures include staying home when sick, practicing good hand hygiene, and avoiding close contact with individuals who are infected. Because measles can spread through the air and remain in a room for up to two hours after an infected person leaves, early identification and isolation of cases are important to limit transmission.

To view the Florida Department of Health Measles flyer, click [HERE](#).

Please email Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.

**Symptoms**  
Measles symptoms appear 7 to 14 days after contact with the virus and include:

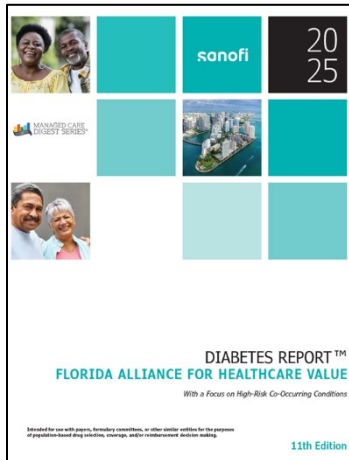
- High fever up to 105° F
- Red, watery eyes
- Cough
- Runny nose



The most common symptom of measles is a rash that often develops on the face and neck, but can spread to the entire body.

Measles rash appears 3 to 5 days after the first symptoms.

**Employer Member Benefit: All-Employer Member Webinar Recap**

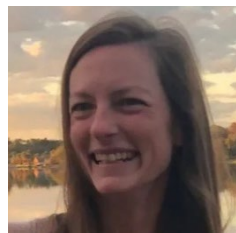


On Tuesday, February 17, Florida Alliance Affiliate Member Sanofi presented the 11<sup>th</sup> Edition of the Florida Alliance for Healthcare Value Diabetes Report. The report provides an overview of pertinent demographic data, charge data, and medical, laboratory and pharmacotherapy measures for Type 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.

To view the recording of this meeting, click [HERE](#). To access the slide deck, click [HERE](#).

The second part of the webinar was focused on other Florida Alliance business that included a vote on two new candidates put forward by the Florida Alliance Board Nominating Committee to join the Board of Directors. We are happy to report that both Jaimie Jarvis, Director of Human Resources for Kalos Services, and Deborah Castagnola, Wellness Coordinator for the City of Orlando, were unanimously elected to serve on the Board. Congratulations to Jaimie and Deborah and thank you for your commitment to the Florida Alliance!



Jaimie Jarvis



Deborah Castagnola

We took a moment during the webinar to highlight our March 3<sup>rd</sup> Annual Meeting during which we will introduce the entire 2026-2027 Board of Directors and Executive Committee and highlight accomplishments of the Florida Alliance. We will also explain the opportunities to engage in our 2026 projects and activities. This is a virtual meeting.

Registration for the Annual Meeting is not required. You should have received a calendar invitation which includes the information needed to connect to the meeting. If you need it re-sent, please contact Lisa Hain at [lisa@flhealthvalue.org](mailto:lisa@flhealthvalue.org).

We also revealed the date of our 31<sup>st</sup> Annual “Best of the Best” – December 9, 2026. Look for a Save the Date calendar invitation coming soon. The event will be held at the Center for Health & Wellbeing in Winter Park.

Please email Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.



**IN CASE YOU MISSED IT**

**COA Applauds Passing of Multi-Cancer Early Detection Act**



Florida Alliance Affiliate Member Community Oncology Alliance (COA) commends the decision by Congress to pass the [Nancy Gardner Sewell Medicare Multi-Cancer Early Detection \(MCED\) Screening Coverage Act](#) as part of the *Consolidated Appropriations Act of 2026* (CAA). This bipartisan legislation expands Medicare coverage for MCED tests, increasing the likelihood that cancer is detected and treated in earlier stages.

These tests will complement existing screening tools, expanding the types of resources that physicians have at their disposal.

“The earlier physicians can detect cancer, the more likely it is that the patient survives to lead a happy life,” said Ted Okon, Executive Director of COA. “It’s encouraging to see Congress support new technologies that can change how we fight cancer.”

MCED tests are an emerging form of technology with the potential to detect multiple types of cancer using a single blood test. At our high-cost claims workshop in December, there was significant discussion about MCEDs and whether to provide coverage for them or not. Prior to the passage of the Nancy Gardner Sewell Act, it could have taken up to a decade to approve Medicare coverage for these tests. Under this new law, starting in 2029, the Centers for Medicare and Medicaid Services (CMS) will have the authority to approve Medicare coverage of MCED tests once approved by the Food and Drug Administration (FDA). The law also gives CMS authority to determine coverage for newly developed tests and clarifies that MCED tests will complement, not replace, existing screenings and coverage.

Historically, when Medicare begins covering a new preventive service, private insurers adopt similar coverage policies – sometimes quickly, sometimes after additional review. This is because Medicare policy can influence clinical norms and actuarial assumptions about value and utilization. Employers may see carriers proposing coverage of MCED tests down the road once Medicare coverage is implemented and evidence accumulates.

Read COA's reaction to the full CAA: <https://mycoa.communityoncology.org/news-updates/press-releases/2026-CAA-bill-release>

Please email Karen van Caulil at [karen@flhealthvalue.org](mailto:karen@flhealthvalue.org) if you have any questions.

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