



EMPLOYER MEMBER BULLETIN

September 25, 2026

3 THINGS FOR YOU TO DO

1. Contact Karen on the following two topics
 - a. Preparing for Cell and Gene Therapies?
 - b. Share your insights regarding vaccination touchpoints for the High-Cost Claims Project
2. Accept the calendar invitation for the Women's Health Learning Series webinar
3. Register for the 31st Annual "Best of the Best"

Employer Members-only: Shareable only within Employer Member organization unless approved by the Florida Alliance CEO

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Florida Alliance Staff Contact Information

For questions or information about Leapfrog and membership updates contact Ashley Tait-Dinger, Vice President, ashley@flhealthvalue.org

For questions or information about event registration contact Lisa Hain, Administrative Coordinator, lisa@flhealthvalue.org

For all other questions or comments contact Karen van Caulil, President and CEO, karen@flhealthvalue.org

RESPONSE REQUESTED: How Is Your Organization Preparing for Cell and Gene Therapies?

As more cell and gene therapies enter the market, employers and other plan sponsors are facing an increasingly important question: How do we provide appropriate access to potentially life-changing treatments while managing the significant financial risk associated with therapies that can cost millions of dollars for a single patient?

The Florida Alliance would like to better understand how our employer members are approaching this issue. In advance of an upcoming Cell and Gene Therapy webinar and a meeting Karen van Caulil has in mid-October on the topic, we would appreciate hearing from you.

Has your organization:

- Developed a specific coverage strategy for cell and gene therapies?
- Purchased stop-loss or another form of protection specifically addressing these high-cost therapies?
- Participated in a risk-pooling or other alternative financing arrangement?
- Worked with your carrier, TPA or benefits consultant to identify therapies in the pipeline and estimate your potential exposure?
- Established specific clinical review, prior authorization, or center-of-excellence requirements?
- Considered outcomes-based payment arrangements or manufacturer guarantees?
- Not addressed this issue yet—or are not sure how your current plan handles it?

We are especially interested in approaches that help employers balance **timely access to clinically appropriate treatment with sustainable financing and protection from catastrophic claims**.

Please share with Karen at your earliest convenience what your organization is doing, what has worked, or the questions you are still trying to answer. Your experience will help inform our upcoming discussion and future Florida Alliance educational efforts.

NEW! ORLANDO SENTINEL OP-ED PIECE: Florida's Working Families Can't Afford to Roll Back the Vaccine Schedule by *Karen L. van Caulil, Ph.D.*



Ask any working parent in Florida what a sick kid costs them, and they'll talk about the missed shift at the warehouse, the hours they had to give up at the restaurant, the client meeting they had to hand off, and the PTO bank that's already thin by September. That's the real, kitchen-table cost of illness in a working family, and it's exactly what's at stake in the Florida Department of Health's rule proposal to reduce the state's school and childcare vaccine entry requirements. The proposed rule would remove existing school and child-care entry requirements for hepatitis B, chickenpox, Hib, and pneumococcal conjugate vaccines.

The employer members of the Florida Alliance for Healthcare Value invest substantial resources in providing health benefits and improving the health of employees and their families. They also experience firsthand the workforce and economic consequences when preventable illness occurs. Employers have a direct, practical stake in policies that help keep children and families healthy. When preventable illness moves through homes, schools, and communities, its effects inevitably reach the workplace.

A recent report from the National Association of Manufacturers (NAM) highlights the substantial economic value of routine childhood vaccination, and the cost of missed work and school absences. NAM estimates that declining measles, mumps, and rubella vaccination coverage are already costing U.S. manufacturers approximately \$275 million each year in lost production as parents miss work to care for children with vaccine-preventable illnesses.

These findings illustrate an important reality: when children become ill, the impact extends beyond a school absence, often requiring parents to miss work so they can care for their children.

Employers experience absenteeism and lost productivity while their health plans bear the costs of treating illnesses that vaccinations can help prevent. A child's illness frequently becomes a parent's absence from work. For employers - particularly those operating with lean staffing or in jobs that cannot simply be performed remotely - those absences matter.

Employers also value predictability as they plan staffing, health benefits, and workforce strategies. Changes to longstanding childhood immunization requirements that could lead to lower vaccination rates deserve careful consideration not only for their potential health consequences, but also for their effects on families, workplaces, and Florida's economy.

Parents should make medical decisions for their children in consultation with their health care providers. At the same time, school and child-care immunization requirements are public health policies because communicable disease does not stop with one child or one family.

We respectfully urge the Florida Department of Health and Florida's elected leaders to maintain the state's existing, evidence-based childhood immunization requirements and fully consider the potential health, workforce, and economic consequences before removing them. Florida's economic strength depends on a healthy, productive workforce - and healthy children are an important part of that equation. Healthy kids and a strong economy aren't competing priorities. They go hand in hand.

COMING UP: A HEART-TO-HEART ON WOMEN'S CARDIOVASCULAR HEALTH – TUESDAY, NOVEMBER 10, 10:00AM – 11:00AM ET

Dr. Jayne Morgan of Affiliate Member Hello Heart returns to the Florida Alliance to kick off our **Women's Health Learning Series** with a timely conversation about women's cardiovascular health.

A nationally recognized cardiologist and leading voice on women's heart health, health equity, and cardiovascular prevention, Dr. Morgan will explore what benefits leaders should know about cardiovascular risk in women, from symptoms and risk factors that may be overlooked to disparities in diagnosis and treatment. She will also discuss opportunities for employers to support prevention, earlier identification, and access to appropriate care.



Dr. Jayne Morgan

This webinar launches the Florida Alliance's **Women's Health Learning Series**, which will examine important health issues affecting women across the lifespan and the role employers can play in improving health, access to care, and outcomes.

Registration is not required. Join with the Webex link sent on September 21. | Resend needed? Contact Lisa.

Sponsored by Affiliate Member  **Hello Heart**

REGISTER FOR THE 31ST “BEST OF THE BEST” – WEDNESDAY, DECEMBER 9, 9:00AM – 2:30PM ET
MISSION CRITICAL: SMARTER BENEFITS. BETTER HEALTH. STRONGER ORGANIZATIONS.

For 31 years, the Florida Alliance’s **Best of the Best** has brought employers together to learn from benefits leaders who are challenging the status quo and finding better ways to improve health and manage healthcare costs. This year’s program focuses on what has become **mission critical** for employers: improving the health of their workforce while ensuring that healthcare benefits deliver greater value.



The program will feature a line-up of **Florida Alliance employer members and benefits leaders from other organizations**, sharing real-world strategies, results, and lessons learned. We will explore clinical oversight that is improving outcomes for people with chronic conditions, benefit designs that are making GLP-1 coverage work for both employees and employers, strategies for managing high-cost oncology claims, and the journey of employers that have fundamentally redesigned their benefits to better serve their workforce.

These are not theoretical solutions. They are approaches employers are putting into practice today — learning what works, what does not, and what they would do differently.

Health benefits are not simply an expense to manage. They are mission critical to the health of the workforce and the financial health of the organization.

Get an early look at [Best of the Best](#), including the event overview, hotel details, and sponsors. Watch for speaker and program announcements coming soon!

Details of the event:

- **Date:** Wednesday, December 9, 2026
- **Check-In:** 8:30AM – 9:00AM ET
- **Program Time:** 9:00AM – 2:30PM ET
- **Location:** Center for Health and Wellbeing, 2005 Mizell Avenue, Winter Park, FL 32792
- **Your Complimentary Member Promo code:** EMPLOYER120926
- **Register** [HERE](#).

Please note: The complimentary registration code is provided exclusively as a Florida Alliance Employer Member benefit and should not be shared with others outside your organization. We appreciate your helping us preserve this benefit for eligible members.

Please contact Lisa if you have any questions or need help registering.

MEMBER EXCLUSIVE: Employer Collaborative: Reducing High-Cost Oncology Complications

Cancer continues to be one of the most common diagnoses associated with high-cost claims for self-funded employers, but some of the costs and complications experienced by employees and family members undergoing cancer treatment may be preventable.

The Florida Alliance has initiated an **Employer Collaborative to Reduce High-Cost Oncology Complications**, focused initially on respiratory illness prevention among people undergoing cancer treatment. People receiving cancer treatment can be particularly vulnerable to influenza, pneumococcal disease, COVID-19, RSV, and other respiratory illnesses. These infections can result in emergency department visits, hospitalizations, ICU admissions, and disruptions or delays in cancer treatment. There are missed opportunities throughout the oncology patient journey to make sure patients receive guideline-concordant preventive care, including appropriate adult immunizations.



Do you have one hour of time to speak with Karen about touchpoints that may exist in your healthcare “ecosystem”?

The project will result in an **Employer Action Guide**, findings and recommendations, and a roadmap for potential implementation and future measurement.

Florida Alliance Well Represented at PBMI Annual National Conference, Orlando – September 9-11

The Florida Alliance had a strong presence at the Pharmacy Benefit Management Institute (PBMI) Annual National Conference earlier this month. Board members Rosa Novo of Miami-Dade County Public Schools, Kenneth Aldridge of Rosen Hotels & Resorts, and Susan McBroom of Patriot Rail attended the conference along with Florida Alliance President and CEO Karen van Caulil.



Karen van Caulil, Rosa Novo, Mary Bellanti, and Jeff Dunn

The conference provided an opportunity for employers and other healthcare purchasers to hear about and discuss some of the most pressing issues in pharmacy benefits, including rising drug costs, benefit design, transparency, emerging therapies and the evolving policy environment.

Karen moderated a panel examining the 340B Drug Pricing Program and its implications for employers. Rosa participated in the panel along with Jeff Dunn, PharmD, MBA, President & CEO, Cooperative Benefits Group, and Mary Bellanti, RPh, Vice President, Clinical Strategy & Sales, MedImpact Healthcare Systems, Inc. The discussion focused on issues including the potential loss of

manufacturer rebates on claims involving drugs acquired with 340B pricing, transparency challenges and what employers should understand as they evaluate the impact of 340B on their pharmacy benefits.



Rosa Novo, Susan McBroom, and Kenneth Aldridge

We especially appreciate Rosa, Kenneth and Susan taking the time to participate in the conference.

Having employer leaders engaged in national discussions like these helps the Florida Alliance stay closely connected to the issues, questions and challenges that matter most to healthcare purchasers.



Rosa Novo, Karen van Caulil, and Susan McBroom

RECAP - COA PAYER EXCHANGE & INNOVATION SUMMIT – September 14-15, Tysons Corner, VA

The employer perspective on improving cancer care was front and center at last week's Community Oncology Alliance Payer Exchange & Innovation Summit, where Florida Alliance President and CEO Karen van Caulil and Board member Rosa Novo, Administrative Benefits Director for Miami-Dade County Public Schools, participated in a panel examining what employers want from innovative cancer care solutions.



Karen van Caulil and
Rosa Novo

Prior to their session, *The American Journal of Managed Care* interviewed both Karen and Rosa about the role employers can play in improving cancer care. Rosa emphasized the importance of designing benefits around the needs of a specific workforce rather than taking a one-size-fits-all approach. She discussed access to high-quality care, prevention and screening, navigation, and supporting employees through treatment and their return to work.

Karen discussed opportunities for employers to improve prevention and early detection, timely access to high-quality care, support during treatment and survivorship, and equitable access to innovation. She also emphasized that employers should look beyond the cost of a cancer care solution to consider its impact on employees and families.

Together, the interviews offer practical perspectives on how employers can use their purchasing power and benefit strategies to improve the cancer care experience and outcomes for their employees and families.

Much of what Karen and Rosa can be shared in our [Employer Guide and Insights for Oncology Management](#).

Watch and read the interviews:

[Employer Benefits Should Reflect Workforce Needs: Rosa Novo](#)

[Why Equity Should Guide Cancer Care Investment: Karen van Caulil, PhD](#)

RECAP – PREVENTION LEARNING SERIES WEBINAR – SEPTEMBER 16

Respiratory Season Readiness: Protecting Families and Staff Productivity

Our recent Prevention Learning Series webinar with **Serese Marotta, Deputy Chief Executive Officer, and Diana Yassanye, Communications Director, of Vaccinate Your Family** highlighted why respiratory disease prevention matters not only for individual and family health, but also for the workplace.

The workforce impact:

Influenza, RSV, and COVID-19 continue to result in millions of illnesses and significant healthcare utilization each year. The impact extends to employers through healthcare costs, absenteeism, and lost productivity. Influenza alone carries an estimated annual economic impact of \$29 billion, including \$13 billion in lost productivity, while absenteeism overall costs U.S. employers an estimated \$320 billion.

Speakers emphasized a layered approach to respiratory season readiness, including vaccination when medically appropriate, testing, timely treatment, good hygiene, and staying home when sick. Employers can reinforce these efforts by making vaccination and reliable information easier to access, providing flexibility for appointments, clearly communicating available benefits, and sharing resources that support employees and their families.



The webinar also underscored the importance of **clear, trusted and empathetic communication**. Timely, repeated messages from credible sources and an open approach to questions and concerns can help employees make informed decisions about their health.

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

sanofi

Thank you to Affiliate Member Sanofi for sponsoring this important and timely webinar.

MEMBER EXCLUSIVE RESOURCES

- [2026 Prevention Learning Series](#)
- [Pulse of the Purchaser Research Institute \(PPRI\)](#)
- [Mental Health Parity Toolkit](#)
- [340B Drug Pricing Program](#)
- [Direct Contracting](#)
- [Women's Health Employer Learning Collaborative](#)
- [Employer Guide and Insights for Oncology Management](#)
- [Diabetes – Obesity Employer Learning Collaborative](#)
- [Mental Health/Substance Use Employer Learning Collaborative](#)
- [Expanding the Generosity of HSA-Eligible Health Plans](#)
- [Fair Hospital Price Initiative](#)

Recent event materials:

[All Employer Member Meeting \(August 5, 2026\)](#)
[33rd Annual Conference \(May 13, 2026\)](#)

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