benefits

HAWAII PARTNERS

What You Need to Know to Maintain Your Benefits

Benefit audits in Hawaii occur on the last Wednesday of each month. To maintain or regain benefits eligibility and coverage, all Hawaii partners must have a total of 80 hours or more during each measurement period. The measurement period is defined as the four weeks prior to the audit, except for months with five weeks where the audit will look at the prior five weeks.

The monthly benefits audit will review total hours worked within the measurement period. You can monitor your weekly hours worked using Starbucks Partner hours. Partners on approved, eligible Leave of Absence (LOA) may also receive up to 20 hours per week in LOA credit hours towards ongoing eligibility. If a partner has less than 80 total hours in the measurement period, benefits eligibility and coverage will end on the last day of that month. A partner can re-establish their eligibility and coverage as long as the partner has remained an active Starbucks partner and has a total of 80 hours or more in a subsequent measurement period; in that scenario, coverage would then be re-established effective the first day of the following month.

ELIGIBILITY AUDIT DATE	MEASURING HOURS WORKED BETWEEN	FOR ELIGIBILITY EFFECTIVE
January 25, 2023	December 26, 2022 — January 22, 2023	February 1, 2023
February 22, 2023	January 23 — February 19, 2023	March 1, 2023
March 29, 2023	February 20 — March 26, 2023	April 1, 2023
April 26, 2023	March 27 — April 23, 2023	May 1, 2023
May 31, 2023	April 24 — May 28, 2023	June 1, 2023
June 28, 2023	May 29 — June 25, 2023	July 1, 2023
July 26, 2023	June 26 — July 23, 2023	August 1, 2023
August 30, 2023	July 24 — August 27, 2023	September 1, 2023
September 27, 2023	August 28 — September 24, 2023	October 1, 2023
October 25, 2023	September 25 — October 22, 2023	November 1, 2023
November 29, 2023	October 23 — November 26, 2023	December 1, 2023
December 27, 2023	November 27 — December 26, 2023	January 1, 2024

Questions?

Partners with questions about their eligibility should contact Starbucks Benefits Center at **877–SBUXBEN**.

Partners with questions about their hours worked should call the Partner Contact Center at **(888) SBUX–411**.