



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 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
September 24, 2025	August 25 – September 21, 2025	October 1, 2025
October 29, 2025	September 22 – October 26, 2025	November 1, 2025
November 26, 2025	October 27 – November 23, 2025	December 1, 2025
December 31, 2025	November 24 – December 28, 2025	January 1, 2026
January 28, 2026	December 29, 2025 – January 25, 2026	February 1, 2026
February 25, 2026	January 26 – February 22, 2026	March 1, 2026
March 25, 2026	February 23 – March 22, 2026	April 1, 2026
April 29, 2026	March 23 – April 26, 2026	May 1, 2026
May 27, 2026	April 27 – May 24, 2026	June 1, 2026
June 24, 2026	May 25 – June 21, 2026	July 1, 2026
July 29, 2026	June 22 – July 26, 2026	August 1, 2026
August 26, 2026	July 27 – August 23, 2026	September 1, 2026
September 30, 2026	August 24 – September 27, 2026	October 1, 2026
October 28, 2026	September 28 – October 25, 2026	November 1, 2026
November 25, 2026	October 26 – November 22, 2026	December 1, 2026
December 30, 2026	November 23 – December 27, 2026	January 1, 2027

Questions?

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

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