



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.

BENEFITS ELIGIBILITY AUDIT DATES



HAWAII PARTNERS

What You Need to Know to Maintain Your Benefits

ELIGIBILITY AUDIT DATE	MEASURING HOURS WORKED BETWEEN	FOR ELIGIBILITY EFFECTIVE
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 24, 2023	January 1, 2024
January 31, 2024	December 25, 2023 – January 28, 2024	February 1, 2024
February 28, 2024	January 29 – February 25, 2024	March 1, 2024
March 27, 2024	February 26 – March 24, 2024	April 1, 2024
April 24, 2024	March 25 – April 21, 2024	May 1, 2024
May 29, 2024	April 22 – May 26, 2024	June 1, 2024
June 26, 2024	May 27 – June 23, 2024	July 1, 2024
July 31, 2024	June 24 – July 28, 2024	August 1, 2024
August 28, 2024	July 29 – August 25, 2024	September 1, 2024
September 25, 2024	August 26 – September 22, 2024	October 1, 2024
October 30, 2024	September 23 – October 27, 2024	November 1, 2024
November 27, 2024	October 28 – November 24, 2024	December 1, 2024
December 25, 2024	November 25 – December 22, 2024	January 1, 2025

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.