



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 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
January 29, 2025	December 23, 2024 – January 26, 2025	February 1, 2025
February 26, 2025	January 27 – February 23, 2025	March 1, 2025
March 26, 2025	February 24 – March 23, 2025	April 1, 2025
April 30, 2025	March 24 – April 27, 2025	May 1, 2025
May 28, 2025	April 28 – May 25, 2025	June 1, 2025
June 25, 2025	May 26 – June 22, 2025	July 1, 2025
July 30, 2025	June 23 – July 27, 2025	August 1, 2025
August 27, 2025	July 28 – August 24, 2025	September 1, 2025
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

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.