



USER JOURNEY BREAKDOWN

California Leave Navigator

How a California mom goes from overwhelmed to having a clear, dated leave plan in about 3 minutes. Free, private, no login.

1	Discovery Social, word of mouth, NMM events
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2	Landing Warm welcome, trust signals
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3	Assessment One question at a time
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4	Results Job safety, pay, timeline
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5	Action HR plan, circles, village
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Estimate, not legal advice. Free legal help: Legal Aid at Work, 800-880-8047.

STAGE 1

Discovery and mindset

Who she is

- An expecting California mom, partner, or adoptive/foster parent.
- Working W-2, self-employed, between jobs, or recently laid off.

How she feels

- Overwhelmed by PDL, CFRA, FMLA, SDI and PFL.
- Worried about her job, her paycheck, and the talk with HR.

How she finds us

- Instagram Reels and Stories, TikTok, local mom groups.
- Neighborhood Mama Meetup events and word of mouth.

STAGE 2

The landing page

What she sees

- "Hey mama, let's figure out your leave."
- About 3 minutes, free, no login, nothing personal asked.
- "Not legal advice" and a "Last reviewed" date.
- A small Español pill and a "Need a breather?" heart button.

Goal

- Feel safe enough to tap "Start my leave plan".

STAGE 3

The guided assessment

How it works

- One question per screen with a "why we ask" note, a progress bar and a back button.
- "Not sure" is always a safe answer.
- Gentle affirmations and milestones along the way.

What we ask

- Who's taking leave: birth parent, partner, or adoptive/foster parent.
- Due date or placement date (only the month and year are kept).
- Pay type, employer size and type, time on the job, 1,250 hours, CASDI on paystub.
- Delivery type (birth parents), leave in the last 12 months, optional income range.

STAGE 4

Her personalized results

At the top

- "Is my job safe?": Protected, Partly protected, or Not protected, with sources.
- Headline numbers: job-protected weeks, state-paid weeks, estimated weekly pay.

Going deeper

- Program cards for PDL, CFRA, FMLA, SDI and PFL, each with a one-line why.
- Paycheck gap planner comparing state pay to her usual pay.
- A dated timeline with Job protection and Pay lanes.
- Gentle cards for more recovery time, a recent prior leave, and gaps in coverage.
- Next-steps checklist, tips for reaching EDD, and official resources.

Taking action and finding her village

Tools to act

- My HR Conversation Plan: editable dates, questions to ask, draft email, documents checklist, return-to-work plan. Print, copy or email.
- Leave Helper with reviewed answers, plus FAQ and glossary.

Community

- Due-month circle signup.
- "When it's time to go back" card and Back-to-Work Meetup signup.
- Closing card: "You don't have to figure this out alone." Join Neighborhood Mama Meetup.

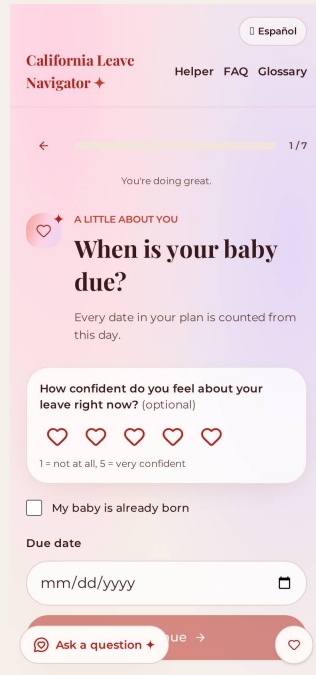
SEE IT IN THE APP

The journey, screen by screen

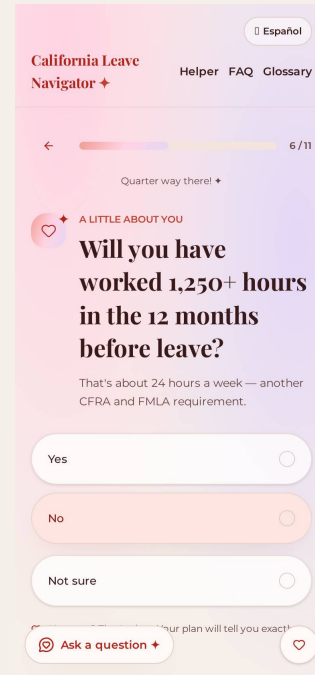
Phone screenshots from a protected W-2 mom at a 50+ employee company.



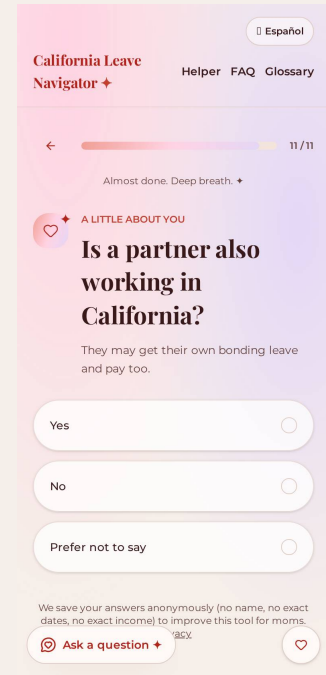
She lands on a warm welcome with a 'Start my leave plan' button and a small **Español** pill in the header.



The first question asks her due date, with a short note on why it matters and an optional confidence check.



Halfway through, she sees a progress milestone and a gentle affirmation as she answers one question at a time.



On the last question she's asked whether a partner also works in California, then she can finish her plan.

It's an estimate based on California and federal rules (current as of October 16, 2026).

[Read more](#)

IS MY JOB SAFE?

✓ Your job is protected

- ✦ PDL: up to 4 months while you're disabled by pregnancy (employers with 5+ employees).
- ✦ CFRA: up to 12 weeks for bonding (employers with 5+ employees, if you've worked 12 months and 1,250 hours).
- ✦ Your employer must give you back the same or a comparable job. You can ask for that guarantee in writing.
- ✦ Your group health coverage continues during PDL, and during CFRA for up to 12 weeks, at the same level as if you were working.
- ✦ It's illegal for your employer to retaliate against you for taking this leave.

Treated unfairly? You can contact California's Civil Rights Department: 800-884-1684 (TTY 800-700-2320, Relay 711) or file a complaint online. [File with CRD](#)

[Ask a question](#) [I think I was treated unfairly](#)

Her results open with 'Is my job safe?', telling her PDL and CFRA protect her job and how to get help if treated unfairly.

☐ My employer tops up state pay

☐ I plan to use PTO/vacation

Before birth - DI - 4 wks \$675/wk vs \$1,000
Weekly gap: **\$325** - Phase gap: **\$1,300**

Recovery after birth - DI - 6 wks \$900/wk vs \$1,000
Weekly gap: **\$100** - Phase gap: **\$600**

Bonding - PFL - 8 wks \$900/wk vs \$1,000
Weekly gap: **\$100** - Phase gap: **\$800**

Job-protected, unpaid - CFRA - 4 wks \$0/wk vs \$1,000
Weekly gap: **\$1,000** - Phase gap: **\$4,000**

Back to work - Your usual pay \$1,000/wk vs \$1,000

Total estimated gap for the whole leave: \$6,700

Estimates use 2026 EDD rates and include the 7 unpaid DI waiting days. PTO is applied to unpaid weeks first. Top-up and PTO use only what you enter, confirm with HR and EDD.

✦ During PDL, using vacation or PTO is your choice. Your employer may require you use vacation first. Source: [CFR: Your Rights](#)

[Ask a question](#) [I want Employee A](#)

✦ During CFRA, your employer may require

The paycheck gap planner shows her estimated pay in each phase of leave against her usual pay, with the gap per week.

as PDL/CFRA and adds no extra weeks.

SDI / DI
State Disability Insurance - Pay

Likely applies

You pay CASDI, so you likely qualify (needs \$300+ in base-period wages).

PFL
Paid Family Leave - Pay

Likely applies

Same eligibility as SDI: up to 8 weeks of bonding pay. Pay only, not job protection.

Your timeline (estimated dates)

May 18, 2027 Oct 19, 2027

Job protection

PDL CFRA bonding

Pay

✓ SDI PFL

Leave starts (=4 weeks before May 18, 2027 due date)
First 7 days unpaid (EDD waiting period). PFL

[Ask a question](#) Jun 15, 2027

Recovery ends - PDL/SDI end Jul 27, 2027

Her personal timeline shows job-protection and pay bars with real dates from leave start to return.

[Will I get pumping breaks?](#)

[What does my pumping room need to have?](#)

[How do I plan my return with my manager?](#)

[Will I get my same job back?](#)

[I think I was treated unfairly.](#)

Resources

Whatever your leave looks like, you deserve support. Come find your village.

Official help

[EDD PFL for Mothers](#)
1-877-238-4373
Transition from pregnancy DI to bonding pay, filing guidance and DE 250IFP.

[EDD Am I Eligible for DI](#)

[Ask a question](#) [Eligibility and claim requirements.](#)

Resources end with Neighborhood Mama Meetup as her village, with a 'Join the community' button.

California Leave Navigator [Helper](#) [FAQ](#) [Glossary](#)

[Back to my results](#)

You're ready, mamá ✦

My Leave Plan
— for my conversation with HR

Due date: Jun 15, 2027
Prepared Oct 16, 2026

You know your rights. This page helps you ask for what you're entitled to, clearly and calmly.

♥ Friendly reminder: this isn't legal advice. It's an estimate based on California and federal rules (current as of October 16, 2026) to help you prepare for your conversation with HR and EDD. Your employer's policies, your union contract, and EDD's final decision may differ. When in doubt, confirm with HR, EDD, or free help from Legal Aid at Work ([800-880-8047](#)).

[Ask a question](#) [I want my job safe](#)

Her HR conversation plan opens with a confident header, her due date, and the job-safety summary.

☐ For EDD only: name, birth date, address, SSN, photo ID and a second ID document (W-2, utility bill, or birth certificate). Do not enter these here.
Source: [edd.ca.gov/1](#)

☐ Paystub photo showing CASDI, or W-2 Box 14; ask HR about a Voluntary Plan or public-job SDI coverage if CASDI is missing.
Source: [edd.ca.gov/1](#) · [gusto.com/2](#) · [edd.ca.gov/3](#) · [edd.ca.gov/4](#) · [edd.ca.gov/5](#)

☐ Employer name, phone and mailing address from your W-2 or paystub.
Source: [edd.ca.gov/1](#)

☐ Last day of normal work and any sick, PTO or vacation pay you'll still receive.
Source: [edd.ca.gov/1](#)

☐ For DI: provider who saw you in the first 8 days of disability, with certification online or on Part B of DE 2501.
Source: [edd.ca.gov/1](#)

☐ For PFL: DE 250IFP if moving from pregnancy DI; otherwise proof of relationship (birth or hospital birth certificate, or CS-909).
Source: [edd.ca.gov/1](#) · [edd.ca.gov/2](#)

☐ EDD DE 429D (estimated amount, not approval) and DE 2500E (payment notification if eligible).
Source: [edd.ca.gov/1](#)

☐ For CFRA: online claim information; 2500A within 20 days.
Source: [mygov.eppa.ca.gov/1](#) · [edd.ca.gov/2](#)

[Ask a question](#) [I want my money questions](#)

She ticks money questions for HR and picks the documents she needs for her claims.

My key work **Who covers it**

Where files live **Who decides**

[+ Add a row](#)

Keep in touch

☐ Please don't contact me

☐ Only for...

☒ A check-in on... mm/dd/yyyy

Preferred channel
e.g. text, personal email

Easing back

Planned return date
10/19/2027

☐ I'd like to discuss a gradual return, for example 3 days the first week, 4 the second, then full time.
This is a request to discuss with your manager, not a legal right.

[Ask a question](#) [I want a meeting with my manager](#)

She fills in a coverage plan, keep-in-touch choice and easing-back wishes to discuss with her manager.

California Leave Navigator [Helper](#) [FAQ](#) [Glossary](#)

Leave Helper ✦

Reviewed answers only — every one links to its official source.

♥ Not legal advice — estimates based on CA & federal rules (Oct 16, 2026). [Read more](#)

[Hey mamá](#) [What's on your mind?](#)

Planning my leave
Pregnant and figuring out time off & pay

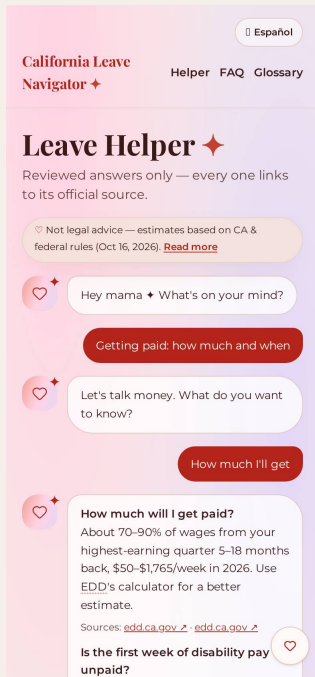
Getting paid
How much, when, and how to file with EDD

Talking to HR
What to ask, what to bring, what forms mean

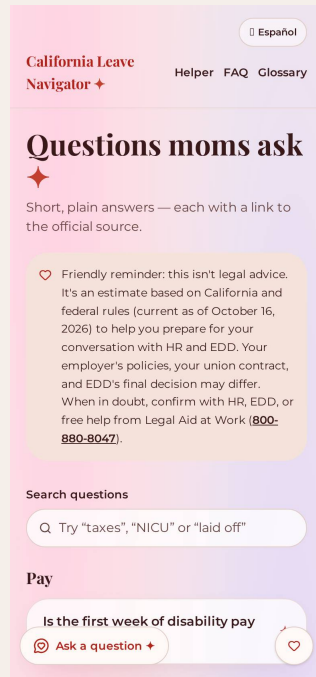
More topics ▼

Or type your question...
Type your question...

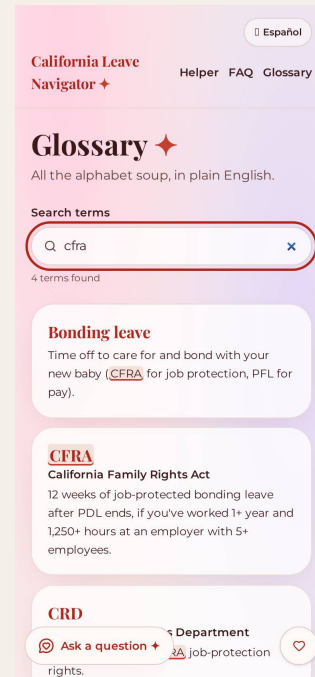
The Leave Helper greets her with three topic cards and a 'More topics' menu.



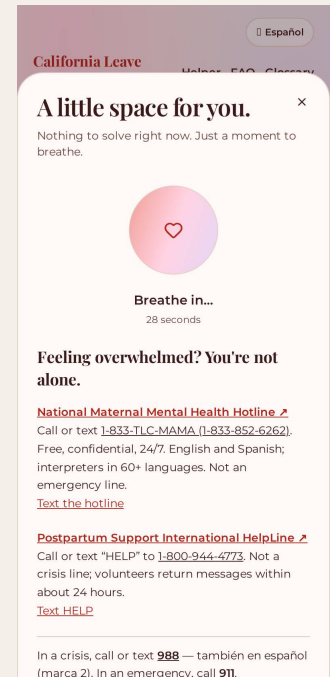
She gets a reviewed answer with official source links and clear next steps.



The FAQ shows 'Questions moms ask' with a search box and grouped answers.



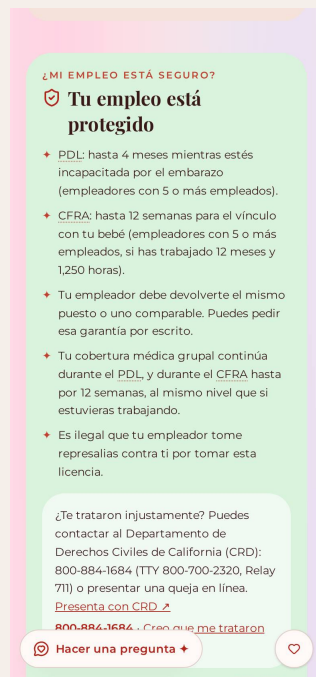
She types 'cfra' in the glossary and sees the matching term highlighted.



The 'Need a breather?' sheet opens with a calm breathing guide and support hotlines.



After tapping the pill, the landing page is in Spanish with a small review banner.



In Spanish, her results open with '¿Mi trabajo está protegido?' and the same rights in plain Spanish.

Built on trust

- Privacy first: no names, no exact dates, no exact income stored.
- Accuracy first: rules sourced from CRD, EDD and the U.S. Department of Labor.
- Emotional safety: breather support, hotlines, and gentle, inclusive copy.
- English and Spanish.

caleave.neighborhoodmamameetup.com