



In response to the COVID-19 pandemic, the Government of Ontario mandated that masks be worn in many public places to reduce the spread of coronavirus. After the threat of COVID-19 eased, the government created a road map for moving away from mask mandates through [Ontario Regulation 364/20, Rules for Areas at Step 3 and at the Roadmap Exit Step](#).

Nearly all aspects of the mandate ended the morning of June 11, 2022. Instead of directives, the Ministry of Health is providing guidance for healthcare workers and organizations. Dr. Kieran Moore, Chief Medical Officer of Health for Ontario, announced that long-term care and retirement home facilities will still require visitors and staff to mask.

If you're looking for information about mask mandates in other provinces, please see our pages on [mask mandates for Alberta](#) and [BC mask mandates](#).

MASKS AT WORK

1. [When will the mask mandate end?](#)
2. [Where are masks still required?](#)
3. [Is there a mask mandate for workplaces?](#)
4. [Can an employer make workers wear masks?](#)
5. [Can an employee refuse to wear a mask?](#)
6. [Can I be fired for not wearing a mask?](#)
7. [Can an employee quit if they don't want to wear a mask?](#)
8. [Can an employee keep wearing a mask?](#)
9. [Can a worker be fired if they keep wearing one?](#)

MASKS AT SCHOOL

10. [Masking in Ontario schools](#)

COVID RESTRICTIONS

11. [When will all restrictions in Ontario end?](#)

When will mask mandates end in Ontario?

Nearly all mask mandates in Ontario have ended. On March 21, 2022 mandatory mask requirements dropped for workplaces, offices and other settings in Ontario. Masks are no longer required in schools, restaurants and bars, gyms and movie theatres across the province.

Mask requirements for employees and the public in transit and health-care settings expired on June 11, 2022. People must still mask in long-term care and retirement homes to provide “an additional layer of protection for the most vulnerable,” said Dr. Moore.

Where are masks still required in Ontario?

Masks are still required in retirement home and long-term care facilities across the province of Ontario. Many hospitals, including University Health Network and Sunnybrook will still require staff and visitors to wear a mask to protect against COVID-19.

Is there a mask mandate for Ontario workplaces?

No. There is currently no mask mandate for workplaces in Ontario. On March 21, 2022, the province lifted the mandate for nearly all workplaces. On June 11, 2022 the requirement for masks on public transit and in healthcare settings ended.

Can an employer ask employees to wear a mask?

Yes. An employer can still choose to have employees wear a mask at work, even if mask mandates have ended for most places in Ontario. The company must accommodate workers who can't wear a mask because of a legitimate disability or medical condition.

WATCH: [Alex Lucifero](#), an [Ottawa employment lawyer](#) and Partner at Samfiru Tumarkin LLP answers questions about employment rights when mask mandates lift.

Can an employee refuse to wear a mask?

An employee is no longer required to wear a mask at work, as the mandate in Ontario for most settings lifted on June 11, 2022.

An employee can still be disciplined for not wearing a mask in a workplace that requires mask use, even if there is no government mandate.

Can my employer fire me for not wearing a mask?

After a fair amount of time passes and COVID-19 has largely abated, an employer will likely be able to [fire an employee “without cause”](#) (with severance pay) if they refuse to wear a mask.

Can an employee quit if they don't want to wear a mask?

While [an employee who quits their job voluntarily is generally not owed severance](#), employees who resign because their employer continues to require masks at work may certainly have an entitlement to severance. When enough time passes and the threat of COVID-19 significantly declines, a company's mandatory mask requirement may no longer be reasonable. At that point, an employee who does not want to wear a mask may be able to claim [constructive dismissal](#), treat the situation as a termination, and quit with a [proper severance package](#).

Can an employee still wear a mask at work?

Yes. An employee can decide to continue wearing a mask at work to protect themselves from COVID-19, even though the Government of Ontario lifted mask mandates in nearly all public and workplace settings on June 11, 2022. The end of the mandate does not mean the risk of infection is gone.

Dr. Moore has asked that individuals who remain high-risk should continue to wear a mask when in public spaces and that the public remains respectful and considerate of others who choose to continue mask-wearing.

Can an employer fire an employee if they wear a mask after the mandate ends?

An employer in Ontario can fire an employee for almost any reason, including the fact that they are wearing a mask at work when there is no active government mandate or company policy requiring one. This is called a [termination without cause](#). If an employee is fired in this manner, the company must give them full severance pay. [How much severance pay a person gets in Ontario](#) is determined by many factors, and can be as much as 24 months' pay.

A company can't fire somebody for wearing a mask at work when there is no mandate, if that employee needs to wear one because of a disability or medical condition. A termination in that case is illegal, and a violation of a person's human rights. The [employee must be accommodated](#).

Are masks still required in Ontario schools?

Children, students, staff, and visitors must still wear masks in childcare, schools, school board office, and or student transportation settings. They will no longer be required to wear masks starting March 21, 2022.

Children, students, and staff are still required to self-screen before attending school or childcare every day. Anyone who is experiencing any new or worsening symptoms of illness should remain at home.

READ MORE

[Vaccine passports in Ontario](#)

When will all COVID-19 restrictions end in Ontario?

The remaining restrictions and mask mandates in Ontario ended on June 11, 2022.