

HECLA MINING CO/DE/  
Form 8-K  
December 20, 2004

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington D.C. 20549**

**FORM 8-K**

CURRENT REPORT  
PURSUANT TO SECTION 13 OR 15(d) OF THE  
SECURITIES EXCHANGE ACT OF 1934

Date of Report  
(Date of earliest event reported):

December 14, 2004

**Hecla Mining Company**

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(Exact Name of Registrant as Specified in Its Charter)

**Delaware**

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(State or Other Jurisdiction of Incorporation)

**1-8491**

**82-0126240**

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(Commission File Number)

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(IRS Employer Identification No.)

**6500 North Mineral Drive, Suite 200  
Coeur d Alene, Idaho**

**83815-9408**

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(Address of Principal Executive Offices)

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(Zip Code)

**(208) 769-4100**

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(Registrant's Telephone Number, Including Area Code)

**N/A**

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(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (*see* General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14-d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

**Item 1.01 Entry into a Material Definitive Agreement**

On December 14, 2004, the Board of Directors of Hecla Mining Company (the Company) approved certain changes to the compensation payable to the Company's independent directors. Effective January 1, 2005, the compensation structure for the Company's independent directors will be as follows:

*Cash Compensation*

Annual Retainer

\$20,000 annual retainer for each independent director

Attendance Fees

\$3,000 fee for each regular or special board meeting attended

\$2,000 fee to each committee chairman who attends a regular or special committee meeting

\$1,000 fee for members of each committee (other than the chairman of each committee) for attending a regular or special committee meeting

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SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

HECLA MINING COMPANY

By: /s/ Lewis E. Walde

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Name: Lewis E. Walde  
Title: Vice President & CFO

Dated: December 20, 2004

